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# CAUT ACPPU BULLETIN

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La voix des universitaires du Canada

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## Copyright Bill a Blow to Educators

OTTAWA has tabled its long-delayed copyright bill, proposing to legitimize common practices, such as copying a CD to a computer or an MP3 player for personal use, but criminalize breaking digital locks.

The new legislation, Bill C-32, will make it legal for Canadians to back up a copy of a CD or DVD, record television shows for later personal viewing, and copy or "format shift" content from one device to another.

The bill also provides new exceptions to copyright protections, allowing Canadians to use copyrighted material for parody, satire and education.

While some groups like the Council of Ministers of Education Canada welcomed the new exception for education, critics say the ban on circumvention of digital encryption — any device or technology that prevents copying or use of material — overrides the new rights and exceptions in the bill.

"The government is giving new rights for teachers and students with one hand, and taking them away with the other," said CAUT associate executive director David Robinson.

"To put it bluntly, as more and more content moves to a digital format with locks, the bill will make it increasingly difficult for university and college teachers and students to have access to and use copyrighted materials for teaching and learning."

Because there are no exceptions to this rule, he said, the bill will lock down a vast amount of digital material, effectively preventing its use for research, education and innovation, and curtailing the user rights of Canadians.

"It's like the government has said, you're welcome to take out a book in the library when-



ever you want, but we've locked the doors and if you try to get in you'll be charged with breaking and entering," Robinson said.

Michael Geist, Canada Research Chair in Internet and E-Commerce Law at the University of Ottawa, said the issue of digital locks is a

major flaw in the bill.

"Despite a national copyright consultation that soundly rejected inflexible protections for digital locks on CDs, DVDs, e-books, and other

See COPYRIGHT BILL Page A6 ➔

## Les oubliés du projet de loi sur le droit d'auteur

Le gouvernement fédéral a présenté le 2 juin son projet de réforme du droit d'auteur attendu depuis longtemps, lequel propose de légaliser des pratiques aussi courantes que la copie d'un CD sur un ordinateur ou un lecteur MP3 pour un usage personnel, mais de criminaliser le crochetage des serrures numériques.

En vertu du projet de loi C-32, les Canadiens pourront en toute légalité sauvegarder une copie d'un CD ou d'un DVD, enregistrer des émissions de télévision pour les regarder ultérieurement, transférer du contenu d'un appareil à un autre ou le convertir vers un autre support.

Le projet de loi prévoit de plus de nouvelles exceptions aux mesures de protection du droit d'auteur, permettant ainsi aux Canadiens d'utiliser des œuvres protégées par le droit d'auteur à des fins pédagogiques, de parodie ou de satire.

Si des groupes comme le Conseil des ministres de l'Éducation (Canada) se réjouissent de la nouvelle exception prévue à des fins d'éducation, certaines critiques affirment que l'interdiction du contournement du cryptage numérique — tout dispositif ou toute technologie qui empêche de copier ou d'utiliser du matériel — l'emporte sur les nouveaux droits et

exceptions reconnus dans le projet de loi.

« Le gouvernement donne d'une main de nouveaux droits aux enseignants et aux étudiants pour les reprendre de l'autre », a déclaré David Robinson, directeur général associé de l'ACPPU.

« Pour dire les choses comme elles sont, face à la numérisation de plus en plus fréquente des contenus protégés par des serrures numériques, ce projet de loi ne fera que rendre encore plus difficile pour les enseignants et les étudiants l'accès à du matériel protégé par le

Voir LES OUBLIÉS à la page A5 ➔

## Academic Freedom Fund

### Faculty Association Donors

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Discount Rates Page A6



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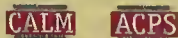
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# COMMENT OPINIONS

## LETTERS

### Point-counterpoint on faculty workload

After reading Tim Birkhead's commentary (*CAUT Bulletin*, April 2010) and the response from Ismet Ugursal, I am compelled to respond as well. I agree with professor Ugursal that we are incredibly lucky on many fronts due to our job autonomy, flexibility and the varied and creative nature of our work.

However, I see the cautionary point in professor Birkhead's article and agree that as we move more toward a business model in the management of the systems of higher education professors will see much of the same pressures as other

workers to "do more with less." Many are already experiencing this.

I disagree with professor Ugursal's assumption that all academics make wide use of teaching assistants and markers, recycle exam and assignment questions, primarily use multiple choice methods and rely on test banks. I work hard each term to bring new and up-to-date content into my classes. I write my own test, exam and assignment questions to reflect the material I'm teaching. I make my own audio visual to accompany my lecture, and I incorporate as much writing into tests and assignments as I can manage. I also mark the majority of students' work myself. I suspect many

professors follow similar pedagogical practices. It is these professors and the quality of their work who are in the most danger under the increased pressure of rising class sizes, stricter marking deadlines, etc.

I also doubt that many professors recycle reference letters for students. I certainly hope not. Employers would be able to sniff out a form letter a mile away. If this is your approach, best to decline your students' requests so they can obtain references tailored to them and the jobs they are seeking.

Johanna Weststar  
Management  
Saint Mary's University

## COMMENTARY

### Failed by the 'Star' System

By PATRICIA RAE, MARK JONES,  
ANNETTE BURFOOT & FRANK BURKE

THE federal government's having allowed 13 universities to hire 19 "academic stars" without including a single woman, even in their shortlist of 36 nominees, is an obvious symptom of sexism ("All-male roster in academic star search 'shocks' Clement," *Globe and Mail*, 20 May 2010).

The "total shock" on the part of Industry Minister Tony Clement, who immediately assembled an ad hoc panel of three female academics to reassure the public that there was "no deliberate attempt to shut out women," makes it equally obvious that the sexism is systemic.

But behind these failings lies another that is not so obvious — that is our fetishization of "academic stars." This is not just the language of the press; two of our new Canada Excellence Research Chair appointees are described as "stellar," and two as "rising stars," on the CERC website, <http://www.cerc.gc.ca/cp-cpct-eng.shtml>. The essence of the star system is to romanticize individual performers while (and by) underplaying the contributing role of their teams, institutions, and other support networks.

The prevalence of this system in popular entertainment and spectator sports can be blamed on the blindness of markets. There is no such excuse for its recent institution in our universities, which are supposed to be governed by politicians and administrators.

How wise are the existing Canada Research Chair program, the CERC program, and allied star systems by which our governors have channeled all direct federal funding to post-secondary education since the end of transfer payments in the mid 1990s? Let us count their failings.

Poaching experts from other universities does not produce expertise — it only moves it around. It may boost the research profile of University X, or even of Canada, but it nets nothing in new research. It is basically a high-level form of beggar-your-neighbour.



Concentrating funding (in this case \$190 million) on a few stars also removes that funding from broad distribution — and ultimately from (a) teaching and (b) research among the "rank and file." This comes down to purchasing ready-made expertise from elsewhere for short-term gains in lieu of growing our own for the long term. And it mistakes the primary purpose of a research university, which is not to house a few hotshots but to teach and develop critical and research capacities on a broad and continuing basis.

Those who are being taught and those who continue to teach and carry out 99 per cent of day-to-day university research include almost all of our younger scholars. They represent the real potential in our universities that has not yet had sufficient time to fully emerge. In diverting our (already dwindling) funds from this potential already in our own systems, we are not merely failing to grow our own, but may actually be hampering the development of potentials we have a responsibility to develop.

Conversely, the "stars" we are purchasing are known quantities. Given the costs to purchase them, they have to be. In some cases, their best work may even be behind them. The star-system represents an intrinsically conservative (in the sense of timid) ethos of betting on past winners.

Closely related is the fact that such lavish outlays (\$10 million a researcher) are offered only for "specific areas that

fit the government's innovation agenda," such as the auto industry. The problem here is not just that such agendas may represent more hindsight than foresight, but that we are talking about university research, whereas purchasing proven expertise with an eye to practical — and in some cases industrial — application is the corporate model of R&D.

The difference between the university model of research (which is, or should be, curiosity-based and critical of existing "knowledge") and the corporate model (which is practical and applicable) is not just fundamental but should be sacrosanct. For if industrial research is the golden egg, the goose that lays that egg, the research that reproduces researchers, is the university.

Turning pure research into applied research will have certain benefits in the short term, but it will not foster "excellence" in the long term.

Then there is the question of loyalty. "Stars" who have to be lured to University X with money may be loyal to the money, but not primarily to University X. Even supposing they are contractually bound to stay, loyalty to an institution is not just a matter of remaining physically present within it; it also determines the level of scholarly commitment to one's students, colleagues and community.

The case of the 19 awards, and short list of 36 proposals, in which not a single



## PRESIDENT'S COLUMN

# Trent Leads in Recognition of Indigenous Knowledge



By PENNI STEWART

As my Trent University colleague David Newhouse put it, last month, the university did itself proud. The occasion was senate approval of a new vision statement for the university. The outcome of a year-long process of discussion and reflection, the vision says that: "We foster an environment where Indigenous knowledge is respected and recognized as valid means by which to understand the world."

This was another in a long series of "firsts" for Trent, which in 1969 established itself as a leader in indigenous education with the creation of an "Indian-Eskimo Studies Program," the first such program in Canada. That was the tumultuous year in the history of First Nations people when the Trudeau government brought forward a white paper on First Nations, proposing to end treaty rights, scrap the Indian Act and pursue a policy of assimilation. First Nations communities were outraged and the white paper became the subject of aboriginal leader Harold Cardinal's "Unjust

Society," a work credited with reversing the government's position. The call for First Nations control over education followed within a few years of Cardinal's book.

In 1972, Trent's program was renamed the Department of Native Studies and more recently the department changed its name to Indigenous Studies. Along the way the university established the first BA and BA (Hons) in aboriginal studies, the first MA, the first indigenous environmental studies program, and, latterly, the first indigenous studies PhD program.

Trent is at the forefront of indigenous education not only in degree programs, but also its vision of a curriculum that places indigenous knowledge at its centre. Prof. Newhouse, chair of indigenous studies, has described indigenous knowledge as including: "theories of the universe and how it works; the nature of human beings and others; the nature of society and political order; the nature of the world and how to live within it, and human motivation, among many other aspects of life."

Acquiring indigenous knowledge is not straightforward in the usual academic sense. You cannot just

read about it. Learning indigenous knowledge requires cultural immersion and this has been provided at Trent through the inclusion of Elders as teachers. Elders provide the bridge between aboriginal communities and students both aboriginal and non aboriginal. As community historians they bring indigenous oral traditions into the classroom.

At both the undergraduate and graduate level, students are given the opportunity to learn from Elders outside of the classroom. In the doctoral program students have the option of spending a term working under the supervision of an Elder. And several distinguished indigenous knowledge scholars have been appointed to the faculty on the basis of their cultural credentials.

Another unique aspect of indigenous studies at Trent is that appointment, tenure and promotion criteria and procedures clearly validate indigenous knowledge and methods. For academic staff across the country who are concerned with issues of equity and inclusion, Trent has, for a long time, set the standard in tenure and promotion to which others aspire.

Candidates for tenure in indigenous studies at Trent can meet the tenure requirements as "a conventional academic scholar," an "academic with a background in traditional aboriginal knowledge" (as is the case for many Elders), or as a "dual tradition" scholar. Traditional knowledge is recognized as knowledge usually acquired outside of the university and scholarly credentials may be other than advanced degrees or papers published in journals.

Assessing scholarly competence for those in the traditional aboriginal knowledge stream requires a broad understanding of the accomplishments of indigenous knowledge scholars, including activities such as participation in ceremonies. Significantly, there is recognition that assessments must ensure indigenous scholars are evaluated by peers who may include members of the "relevant cultural community" as well as members of the department.

Two years ago the Trent administration withdrew support for appointing Elders to tenure track positions. Despite the concerns voiced by academic staff and the faculty association, the issue remains un-

resolved. Ending these appointments would be a serious blow to indigenous studies. Tenure for Elders recognizes their integral role as knowledge creators as well as knowledge transmitters. It institutionalizes the role of Elders and signifies their place in the academy, and provides continuity for both program and students.

Earlier this year CAUT executive director James Turk and I, along with Prof. Newhouse and Trent University Faculty Association president Susan Wurtele, met with Steven Franklin, the recently-appointed president of Trent University. Our message for Franklin was about the importance of the university's indigenous studies program to aboriginal education in Canada.

We urged him to maintain Trent's position at the forefront of aboriginal education programs by renewing the university's commitment to the practice of tenure track appointments based on traditional aboriginal knowledge. Making genuine space for indigenous scholars and researchers in the university is a challenge to all of us in the academy. That's why Trent's new vision statement is inspirational. ■

## LE MOT DE LA PRÉSIDENTE

# Trent à l'avant-garde de l'éducation autochtone

Par PENNI STEWART

L'UNIVERSITÉ Trent a pris le mois dernier une initiative qui est tout à son honneur, se réjouit mon collègue de cet établissement, David Newhouse. En effet, après des années de discussion et de réflexion, le sénat de cette université a adopté le nouvel énoncé de vision qui suit : « Nous offrons un environnement qui favorise le respect des connaissances autochtones et qui reconnaît ce savoir comme un mode valable de compréhension du monde. »

Trent poursuit ainsi son imposante œuvre de pionnier et de chef de file dans le domaine de l'éducation autochtone qu'elle a amorcée en 1969 avec la création du tout premier programme d'études amérindiennes et inuites au Canada. Cette année tumultueuse dans l'histoire des Premières nations a été marquée par la publication du livre blanc du gouvernement Trudeau sur les Premières nations, qui recommandait d'abroger les droits issus des traités, d'abolir la Loi sur les Indiens et d'entreprendre un programme d'assimilation. Le document a provoqué un coup de tonnerre au sein des collectivités des Premières nations

où l'expression de la résistance s'est manifestée notamment sous la forme de l'ouvrage *Unjust Society* rédigé par le leader autochtone Harold Cardinal — une riposte à laquelle on attribue le mérite d'avoir renversé la position du gouvernement. La revendication du contrôle de l'éducation par les Premières nations s'est élevée peu d'années après la parution du livre de M. Cardinal.

Le programme de l'Université Trent est devenu en 1972 le « Department of Native Studies » et dernièrement le « Department of Indigenous Studies ». L'université a depuis créé les premiers programmes de baccalauréat général et de baccalauréat spécialisé en études autochtones, le premier programme de maîtrise, le premier programme d'études environnementales autochtones et, tout récemment, le premier programme de doctorat en études autochtones.

Trent est à l'avant-garde dans le domaine de l'éducation autochtone non seulement en raison de ses différents programmes menant à un grade, mais aussi du fait que son cursus est centré sur le savoir autochtone. Pour le professeur Newhouse, chaire des études autochtones, ce savoir porte sur les théories de

l'univers et son fonctionnement, la nature des êtres humains et autres, la nature de la société et de l'ordre politique, la nature du monde et les façons de s'y adapter, la motivation humaine et une foule d'autres aspects de la vie.

Le savoir autochtone ne s'acquiert pas suivant la pratique académique habituelle. Cela ne s'apprend pas dans les livres. L'apprentissage des connaissances autochtones passe nécessairement par une immersion culturelle. Et c'est la raison pour laquelle l'Université Trent a intégré à son corps professoral des Aînés qui servent de trait d'union entre les collectivités autochtones et les étudiants tant autochtones que non autochtones. En tant qu'historiens de la communauté, ils transmettent les traditions orales autochtones dans la salle de classe.

Au premier cycle comme aux cycles supérieurs, les étudiants ont l'occasion d'apprendre des Aînés en dehors de la salle de classe. Au niveau du doctorat, ils ont la possibilité de travailler pendant une session sous la supervision d'un Aîné. Et plusieurs éminents érudits du savoir autochtone ont été nommés à des postes du corps professoral en fonction de leurs compé-

tences culturelles.

Le programme d'études autochtones de Trent se démarque également par le fait que les critères et les procédures de nomination et d'octroi de la permanence et des promotions concordent parfaitement avec les connaissances et les méthodes autochtones. Pour le personnel académique intéressé par les questions d'équité et d'inclusion partout au pays, Trent est depuis longtemps le modèle à suivre sur le plan de la permanence et des promotions.

À Trent, les candidats à la permanence en études autochtones peuvent satisfaire aux exigences en la matière à titre d'universitaire au sens classique du terme, d'universitaire expert en connaissances autochtones traditionnelles (c'est le cas de bon nombre d'Aînés) ou d'universitaire possédant la double érudition. Le savoir traditionnel est considéré comme l'ensemble des connaissances acquises hors du cadre universitaire, et les titres et qualifications peuvent s'acquérir autrement que par des diplômes d'études supérieures ou des communications publiées dans des revues savantes.

Pour évaluer la compétence savante des personnes chargées de

dispenser le savoir autochtone traditionnel, il faut avoir une compréhension globale des réalisations et activités des érudits du savoir autochtone, telles que la participation aux cérémonies. De manière significative, on reconnaît que ces érudits doivent être évalués par des pairs qui peuvent être des membres de la « collectivité culturelle concernée » ainsi que des membres du département.

Il y a deux ans, la direction de l'Université Trent a fait savoir qu'elle ne soutiendrait plus la nomination d'Aînés à des postes menant à la permanence. La question n'a toujours pas été réglée malgré les préoccupations exprimées par les membres du personnel académique et leur association. Le programme d'études autochtones subirait un sérieux revers s'il était décidé de ne plus procéder à de telles nominations. Octroyer la permanence à des Aînés, c'est reconnaître le rôle intégral qu'ils jouent à titre de créateurs et de transmetteurs de connaissances. C'est aussi institutionnaliser le rôle des Aînés, consolider leur place au sein du milieu académique, assurer la pérennité du pro-



## Deux nouveaux agents professionnels à l'ACPPU

DEUX nouveaux agents professionnels, Rosa Barker et Robert Ramsay, ont joint les rangs des effectifs de l'ACPPU.

Rosa est titulaire d'un baccalauréat en arts spécialisé et d'une maîtrise en arts de l'Université Trent et d'un doctorat en littérature anglaise de l'Université Queen's. Ces dernières années, elle a assuré à Trent et à Queen's divers cours sur les études féministes, la pensée féministe contemporaine, le racisme, le colonialisme et la résistance, ainsi que sur la nouvelle en tant que genre littéraire. Elle a joué un rôle très important dans la syndicalisation des assistants à l'enseignement lorsqu'elle poursuivait ses études à Queen's. Auparavant, elle avait été déléguée syndicale en chef pour la section du syndicat des étudiants diplômés travaillant à titre d'assistants à l'enseignement à la State University of New York Buffalo — une division de la section locale 1104 des Travailleurs en Communication des États-Unis, ainsi que présidente de l'unité 2 du SCFP 3902 qui représente les étudiants-ouvriers à Trent.

Robert nous arrive de l'Université de Toronto où il venait de terminer son second mandat de président de la section locale 3902 du SCFP, qui représente les 6 000 assistants à l'enseignement, les étudiants diplômés employés comme chargés de cours et le personnel enseignant de session à l'Université de Toronto. Il avait assumé auparavant les fonctions de délégué syndical en chef et de coordonnateur de la campagne de syndicalisation des postdoctorants de la section locale 3902. Il est titulaire d'une maîtrise en arts de l'Université de Toronto où il a aussi obtenu un Ph.D. (a.b.d.) au département de géographie. Il détient également une maîtrise en arts en communication, culture et technologie de la Georgetown University.

« C'est avec grand plaisir que nous accueillons Rosa et Robert au sein de nos effectifs », a déclaré le directeur général de l'ACPPU, James Turk. « Ces deux professionnels très talentueux mettront à profit leurs savoirs, expérience, détermination et enthousiasme au bénéfice de l'ACPPU et de ses associations membres. »

Rosa et Robert sont entrés en fonction à l'ACPPU en juin. ■

## ILO Blasts Anti-Labour Laws in Saskatchewan

THE International Labour Organisation has issued a stinging rebuke to the government of Saskatchewan over two pieces of anti-labour law adopted in 2008.

The United Nations body has directed the province to go back to the drawing board and rewrite the laws in full consultation and cooperation with workers and labour groups affected.

The complaint against the province was filed in June 2008 by the National Union of Public and General Employees on behalf of the Saskatchewan Government and General Employees' Union.

A complaint was also filed by the Saskatchewan Federation of Labour on behalf of more than a dozen other unions in the province.

The two laws at issue were passed less than six months after the Saskatchewan Party was elected in late 2007. The first, An Act Respecting Essential Public Services, defines essential services so broad that practically any public service employee could be designated essential and therefore not allowed strike. It was widely regarded as the most sweeping and heavy-handed essential services legislation in Canada.

The second, An Act to amend the Trade Union Act, drastically reduces the rights of Saskatchewan workers by restricting their ability to join unions and engage in collective bargaining. It also leaves workers with less protection against unfair practices from employers.

The corrective measures recommended by the ILO were prepared by the organization's Committee on Freedom of Association and adopted by the ILO on March 24. The report instructs the province to:

- hold full consultations with the workers' and employers' organizations to restore confidence
- consult with those affected to amend the Public Service Essential Services Act to ensure that the Saskatchewan Labour Relations Board examines all aspects relating to the determination of an essential service

• ensure that compensatory guarantees are made available to workers whose right to strike may be restricted and



Saskatchewan Federation of Labour affiliated unions protest the provincial government's controversial bills outside the Regina legislature in May 2008.

- make the process more reasonable for workers to decide if they wish to be unionized. ■

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RELATED ARTICLE  
CAUT Bulletin May 2008  
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## New Hires at CAUT

ROSA Barker and Robert Ramsay have been named new professional officers at CAUT.

Rosa has a PhD in English Literature from Queen's University and holds an Honours Bachelor of Arts and a Master of Arts in theory, culture and politics from Trent University. Over the past several years she has taught courses at Trent and Queen's in women's studies, contemporary feminist thought, racism, colonialism and resistance, and the short story in English. While in school at Queen's, she played a pivotal role in organizing the teaching assistants. Previously, she was chief steward for the State University of New York Buffalo chapter of the Graduate Student Employees Union, a division of the Communications Workers of America Local 1104, and president of CUPE 3908 Unit 2 representing student academic workers at Trent.

Robert joins CAUT from the University of Toronto, where he just completed two terms as chair of CUPE Local 3902, which represents UofT's 6,000 teaching assistants,



New professional officers — Rosa Barker & Robert Ramsay.

graduate student course instructors and sessional faculty. Earlier, he was chief steward and coordinator for Local 3902's postdoctoral fellow organizing drive. He completed his MA at the UofT and went on for PhD (ABD) in the geography department. He also holds a Master of Arts in communication, culture and technology from Georgetown University.

"It's a pleasure to announce the addition of Rosa and Robert to our staff," said CAUT executive director James Turk. "They are talented individuals whose knowledge, experience, commitment and enthusiasm will be of significant benefit to CAUT and our member associations."

Rosa and Robert start at CAUT in June. ■



# NEWS ACTUALITÉS

## Chris Ferns Wins Donald C. Savage Award

THIS April, Chris Ferns, an English professor at Mount Saint Vincent University, was honoured with CAUT's Donald C. Savage Award for his many years of collective bargaining achievements at the local, regional and national level.

In 1993, Ferns acted as chief negotiator for the MSVU faculty association, and served in this capacity for the next five rounds of bargaining. He later served as the MSVUFA president for two consecutive terms.

He is also well known for his leadership role during a reorganization of the provincial university teachers' association, and was later elected president of the new body for four terms.

At the national level, Ferns was elected to CAUT's Collective Bargaining and Economic Benefits Committee in 2000, and between 2004 and 2006 led the committee as its chair.

The committee spoke to his scope of influence in their nomination letter: "It was Prof. Ferns who took the lead in reforming salary structures in Nova Scotia" and "during his watch we witnessed the maritime associations involved in 'pattern' bargaining," in an unprecedented move to advance a broader agenda and exert a multiplier effect



Chris Ferns was recognized by his peers across the country April 24 for his contribution in collective bargaining.

on the process.

In honouring Ferns, the award brings national recognition to an in-

dividual whose activism in advocating and building awareness on academics' economic and equality is-

ssues has had a broad impact and "greatly strengthened CAUT's collective bargaining efforts." ■

## CAUT Votes to Amend Governance Structure

CAUT turned a corner in April when council voted in favour of a bylaw amendment ensuring that marginalized groups will be represented in its governance structure.

"The bylaw change marked a significant day in CAUT history — a day when CAUT defined itself more clearly than ever as an organization dedicated to achieving equity for all members," said Penni Stewart, president of CAUT.

The idea for a new governance structure was introduced more than a year ago at CAUT's first equity forum and presented by the association's equity committee to the executive for discussion.

"The executive committee was diligent in ensuring that equity and the role of CAUT in achieving equity for its members remained on the agenda for every meeting until we could come up with a proposal we could take to council for a vote," said Anver Saloojee, an executive member-at-large and chair of the equity committee.

In her president's address to the November 2009 council meeting and at the women's caucus at the same council, Stewart described the general direction of the proposal.

CAUT's equity committee and women's committee voted to support the proposed changes at their March 2010 meetings.

The bylaw changes create two member-at-large executive positions for aboriginal and francophone academic staff, co-opt the executive's contract academic staff committee to a standing committee of council, and establish a national women's working group to replace the existing women's committee.

In addition, three new working groups will be formed to represent racialized academic staff, academic staff with disabilities, and academic staff who identify themselves as lesbian, gay, bisexual, transgendered, two-spirited, queer or questioning, also known as LGBTQ.

The four working groups will take the lead in developing proposals for CAUT's equity work in relation to their communities and will share ideas and information in a diversity council — a new standing committee to monitor progress that replaces the executive's equity committee.

Each of these working groups will choose two members to sit on the diversity council, one of whom must be a woman. Both chairs are to be elected by council and will become members of CAUT's executive committee.

Two member-at-large positions to represent the interests of the general membership remain on the executive (previously three) and candidates are elected by council. ■

Version française à la page A8.

## Court Ruling Threatens Academic Bargaining Rights

IN a decision that will have serious implications for academic staff across Canada, the British Columbia Court of Appeal has upheld an arbitrator's decision that he had no jurisdiction to consider whether a policy on student evaluation of teaching adopted by the University of British Columbia senate was in violation of the collective agreement covering academic staff at UBC.

In rejecting the UBC faculty association's appeal, the court held that, under the provincial University Act, the board of governors and the senate have distinct statutory powers such that in negotiating a collective agreement, the board had no authority to interfere with the exercise of the senate's powers over academic governance.

"The court's decision could undermine 40 years of collective bargaining in the university sector," said James Turk, executive director of CAUT. "If the Court of Appeal's decision stands so that academic staff associations cannot enter into collective agreements on working conditions that pertain to academic governance or policy simply because there is, or may be in future, an allegedly conflicting senate policy regarding the same, the days of real collective bargaining for academic staff on university campuses across this country will be numbered as there are few working conditions of academic staff that do not involve matters of academic policy."

He pointed to examples of contract language such as academic

freedom, promotion and tenure, intellectual property, selection of senior administrators, administration of academic sub-units, financial exigency, program redundancy, employment equity, distance education, career development, merit awards, sabbaticals, and work of the bargaining unit (outsourcing).

"The rather rigid distinction drawn by the court between matters of working conditions and academic governance and the suggestion that the former is an issue exclusively for the board and the latter exclusively for the senate cannot withstand scrutiny at any pragmatic or functional level," Turk said. "Collective bargaining and bicameral governance have coexisted compatibly for decades."

UBC's faculty association, assisted

by CAUT, will be seeking leave to appeal to the Supreme Court of Canada. Part of its argument will be that the decision of the Court of Appeal is inconsistent with the 2007 Supreme Court of Canada's precedent setting decision that held that collective bargaining is protected under the Canadian Charter of Rights and Freedoms.

"Collective bargaining for academic staff is no less important and no less protected than it is to employees of any other sector of society," said faculty association president Elizabeth Hodgson. "The university as employer is bound by the terms of our collective agreement, including those that relate to academic issues considered by senate." ■

Version française à la page A6.

## Les oubliés du projet de loi sur le droit d'auteur

➔ Suite de la PAGE A1

droit d'auteur et son utilisation à des fins d'enseignement et d'apprentissage. »

Parce qu'aucune exception n'échappe à cette règle, ajoute-t-il, le projet de loi interdira l'accès à une vaste quantité de matériel numérique, empêchant de fait son utilisation pour la recherche, l'éducation et l'innovation et restreignant les droits d'utilisation des Canadiens.

« C'est comme si le gouvernement avait dit : il vous est loisible d'emprunter un livre de la bibliothèque quand bon vous semble, sauf que nous avons verrouillé les portes et s'il vous venait à l'idée d'entrer, vous seriez accusés d'introduction par effraction », explique M. Robinson.

Pour sa part, Michael Geist, chaire de recherche du Canada en droit d'Internet et du commerce électronique à l'Université d'Ottawa, estime que le projet de loi souffre de graves lacunes en ce qui concerne les serrures numériques.

« Malgré les messages clairs des Canadiens lors des consultations nationales sur le droit d'auteur, jugeant complètement inacceptables les mesures de protection inflexibles pour les serrures numériques intégrées aux CD, DVD, livres électroniques et autres supports, le gouvernement a cédé aux pressions américaines et rétabli des règles analogues à celles édictées aux États-Unis », écrit M. Geist sur son blog. « Les limites de ces règles s'étendent bien au-delà de la simple reproduction; elles peuvent aussi em-

pêcher les consommateurs canadiens d'utiliser même des produits qu'ils ont achetés. »

Le principe régissant les serrures numériques, ajoute-t-il, s'applique à d'autres dispositions du projet de loi, notamment celles exigeant que les copies numériques produites dans les bibliothèques soient détruites dans les cinq jours suivant leur réception par l'utilisateur et que le matériel d'apprentissage à distance soit détruit dans les 30 jours suivant la fin des cours en question.

En vertu du projet de loi, dit-il, les étudiants pourraient partager des ouvrages à des fins éducatives, mais non pas des livres numériques protégés par une serrure. Et il serait légalement interdit aux enseignants de reproduire et de distribuer du matériel imprimé s'il existe égale-

ment une version électronique munie d'un dispositif de verrouillage numérique.

« Le projet de loi repose sur le principe fondamental suivant : la protection par serrure numérique l'emporte pratiquement sur tous les autres droits », fait valoir M. Geist.

Selon M. Robinson, le gouvernement aurait dû adopter une approche plus flexible et conforme aux obligations internationales en interdisant le crochetage des serrures numériques à des fins illicites seulement.

« Au lieu de cela, nous nous retrouvons dans une situation où le gouvernement conservateur se plie aux demandes de l'industrie du divertissement américaine », regrette-t-il. ■



## Un tribunal met en péril le droit à la négociation du personnel académique

DANS une décision qui aura des conséquences sérieuses pour le personnel académique du pays tout entier, la Cour d'appel de la Colombie-Britannique a confirmé la décision d'un arbitre selon laquelle ce dernier n'avait pas compétence pour déterminer si la politique adoptée par le sénat de l'UBC au sujet de l'évaluation de l'enseignement par les étudiants contrevient à la convention collective du personnel académique de cet établissement.

En rejetant l'appel interjeté par l'association du personnel de l'UBC, la cour a statué que le conseil d'administration et le sénat jouissaient de compétences légales distinctes en vertu de la loi provinciale sur les universités (*University Act*) et que le conseil, lorsqu'il négociait une convention collective, n'avait pas compétence pour s'ingérer dans l'exercice des pouvoirs du sénat sur la gouvernance de l'université.

« La décision de la cour risque de compromettre 40 années de négociation collective dans le secteur universitaire », a déclaré le directeur général de l'ACPPU, James Turk. « Si la décision de la Cour d'appel est maintenue de sorte que les associations de personnel académique ne puissent pas conclure des conventions collectives sur les conditions de travail qui sont liées à la gouvernance ou à la politique générale de l'établissement pour la seule raison qu'il existe, ou qu'il pourrait exister dans le futur, une politique du sénat régnant le même sujet qui serait jugée contradictoire, on peut s'attendre à ce que le droit du personnel académique des universités canadiennes à de véritables négociations collectives devienne bientôt chose du passé, puisque les conditions de travail qui ne relèvent pas d'une façon ou d'une autre de la politique générale des universités sont peu nombreuses. »

Il a donné pour exemples les dis-

positions portant sur la liberté académique, les promotions et la permanence, la propriété intellectuelle, la sélection des gestionnaires supérieurs, l'administration des sous-unités académiques, l'urgence financière, les programmes excédentaires, l'équité d'emploi, l'enseignement à distance, le perfectionnement professionnel, les primes au mérite, les congés sabbatiques ainsi que le travail de l'unité de négociation (externalisation).

« La distinction plutôt rigide établie par la cour entre les questions de conditions de travail et de gouvernance universitaire et l'idée avancée que les premières relèvent exclusivement du conseil d'administration et les secondes, du sénat ne peuvent pas résister à l'analyse d'un point de vue pragmatique ou fonctionnel », a-t-il dit. « La négociation collective et la gouvernance bicastrale coexistent sans problème depuis des décennies. »

L'association du personnel de l'UBC, avec le soutien de l'ACPPU, demandera l'autorisation d'en appeler auprès de la Cour suprême du Canada. Dans son argumentation, elle fera valoir notamment que la décision de la Cour d'appel va à l'encontre de la décision faisant jurisprudence de la Cour suprême du Canada dans laquelle celle-ci a confirmé que le droit à la négociation collective est protégé en vertu de la Charte des droits et libertés.

« La négociation collective pour le personnel académique n'est pas moins importante ni moins protégée qu'elle ne l'est pour les employés des autres secteurs de la société », a soutenu la présidente de l'association du personnel, Elizabeth Hodgson. « En tant qu'employeur, l'université est liée par les dispositions de notre convention collective, y compris celles qui ont trait aux questions académiques relevant du sénat. » ■

English on page A5.

## Failed by the 'Star' System

→ From PAGE A2

woman is represented exposes many of these weaknesses in the CERC program.

Suzanne Fortier, president of the Natural Sciences and Engineering Research Council of Canada and a member of the CERC steering committee, has defended the program to CBC's "The Current" host Anna Maria Tremonti (20 May 2010).

In the specializations targeted in this competition, she explains, women at the "very, very senior level" are "very, very few." But she adds that "when we look at the rising star categories, we have a lot of women... We are making progress, but it is slow."

A little reflection might suggest that in this situation we should not be purchasing our talent from abroad at the "very, very senior level," but should put our money on growing those "rising star categories." This would serve both equity and "excellence." By developing our ranks of "rising" domestic researchers, which do include women, rather than soliciting "very, very senior" researchers from abroad, we would strengthen our position in the middle and long term.

Maybe if we got rid of the CRC and CERC programs and used our funds to cultivate existing teachers and researchers, we wouldn't need CRC and CERC programs to attract foreign researchers 10 years down the road. ■

Annette Burfoot teaches sociology, Frank Burke, film and media studies, and Mark Jones and Patricia Rae, English, at Queen's University in Kingston.

The views expressed are those of the authors and not necessarily CAUT.

## Trent à l'avant-garde de l'éducation autochtone

→ Suite de la PAGE A3

gramme et la continuité pour les étudiants.

Plus tôt cette année, le directeur général de l'ACPPU James Turk et moi, avec le professeur Newhouse et la présidente de l'association du personnel académique de Trent, Susan Wurtele, avons rencontré le nouveau recteur de l'Université Trent, Steven Franklin, pour lui rappeler toute l'importance que revêt le programme d'études autochtones de cet établissement pour l'éducation des Autochtones au Canada.

Nous lui avons demandé instamment de faire en sorte que Trent puisse maintenir sa position d'avant-garde en matière de programmes d'éducation autochtone en réaffirmant l'engagement de l'université à nommer des candidats à des postes menant à la permanence en fonction de leurs connaissances autochtones traditionnelles. L'intégration véritable des érudits et des chercheurs autochtones au corps universitaire est un enjeu qui concerne tous les membres de la communauté académique. C'est pourquoi le nouvel énoncé de vision de Trent est source d'inspiration. ■

## DEDICATED SERVICE AWARDS PRIX POUR SERVICES INSIGNES

### Local Members Honoured

Thirty-five members of academic staff associations were honoured this year with Dedicated Service Awards. CAUT sponsors the awards, which recognize individuals who have an exceptional record in local association service activities. Recipients are nominated by their association and the award is presented as a certificate and CAUT lapel pin. There is no limit to the number of Dedicated Service Awards made each year. The award recipients for 2009-2010 are listed below.

### Des membres à l'honneur

L'ACPPU a décerné cette année le prix pour services insignes à trente-cinq membres d'associations de personnel académique. Ce prix a été créé pour récompenser des personnes qui contribuent de façon remarquable aux activités de leur association locale. Les lauréats, nommés par leur association, reçoivent un certificat commémoratif et une épinglette à l'effigie de l'ACPPU. Il n'y a pas de limite au nombre de prix décernés chaque année. Les lauréates et lauréats de ce prix pour 2009-2010 sont :

Acadia University  
Université Acadia  
Pat O'Neill

Wilfrid Laurier University  
Université Wilfrid Laurier  
Doug Lorimer  
Joyce Lorimer

Cape Breton University  
Université du Cap-Breton  
Michael Manson

Memorial University of  
Newfoundland / Université  
Memorial de Terre-Neuve  
Jon Church  
Ronald Richards  
Paul Wilson

Université de Moncton  
Linda Lequin

Ryerson University  
Université Ryerson  
Ian Sakinofsky

McMaster University  
Université McMaster  
David Hitchcock

University of Waterloo  
Université de Waterloo  
David DeVidi

University of Western Ontario  
Université de Western Ontario  
Albert Katz

Mount Saint Vincent University  
Université Mount Saint Vincent  
Ken Dewar

University of Saskatchewan  
Université de la Saskatchewan  
Jim Cheesman

Mount Allison University  
Université Mount Allison  
Geoffrey Carpenter  
James Code  
George De Benedetti  
Gwendolyn Ebbett  
Berkeley Fleming  
Virgil Hammock  
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Robert Rosebrugh  
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publique de l'Ontario  
Paddy Musson

Confederation of University  
Faculty Associations of BC  
Robert Clift

Brock University  
Université Brock  
Terry Carroll  
Barry Grant  
David Hughes  
Carol Merriam  
Carol Sales

Carleton University  
Université Carleton  
Pat Finn  
Gerald deMontigny

University of New Brunswick  
Université du Nouveau-Brunswick  
Miriam Jones

Northern Ontario School of  
Medicine / École de médecine  
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## Copyright Bill a Blow to Educators

→ From PAGE A1

devices, the government has caved to American pressure and brought back rules that mirror those found in the U.S." Geist wrote on his blog. "These rules limit more than just copying as they can also block Canadian consumers from even using products they have purchased."

Geist added the digital lock principle extends to other provisions in the bill, including a requirement that digital copies produced by libraries must be destroyed within five days of being received by a user and that distance learning course materials be destroyed 30 days after the course concludes.

Under the proposed law, he said, students would be able to share books for educational purposes, but

not digital books protected by a lock. And teachers would be legally prohibited from copying and distributing printed material if there is also an electronic version that is digitally locked.

"The foundational principle of the new bill is that anytime a digital lock is used, it trumps virtually all other rights," Geist said.

Robinson said the government should have introduced a more flexible approach that would have been consistent with international obligations by prohibiting the cracking of digital locks for unlawful purposes only.

"Instead we find ourselves in a situation where the Conservative government is catering to the demands of the American entertainment industry," he said. ■



# COMMENT OPINIONS

## COMMENTARY

### Racism & the Politics of Indian Art Study

By ALFRED YOUNG MAN

If I were asked to write and implement a political prescription that ensured long-term social disaster among Native peoples — something that would absolutely bring about a near total collapse of their societies and non-recovery — it would go something like this:

I would take away their art. In this way I have severed them from their mythology, philosophy, history, religion, laws and language in one stroke since those ideas are fundamentally embodied in their art. Art is the primary means by which they run what is their equivalent of Western society's libraries, churches, courthouses, theatres and schools.

I would then write and legislate laws, enforceable at the point of a gun, which would allow me to replace their accumulated wealth of oral and spiritual knowledge and traditions with my own social philosophies, economics and religions based on a Western social system that heavily relies on avarice as its most basic social tenet or function.

I would insist on using unprovable scientific theories to describe the different versions of reality these ancient peoples allegedly harbour about themselves and I would require everyone to use the vernacular established by these theorists whenever the subject of the North American Indian was discussed, in whatever context.

Finally, I would prescribe the muzzling of the Native voice in various ways so that their experiences of reality would never become known as fact. And I would do it all in the name of freedom — freedom of speech, religion, assembly and association and so forth. After that directive had been carried out faithfully by you and my army of willing accomplices for more than seven decades, what do you think we would have created?

Well, about the only thing we could produce is a seriously dysfunctional society faced with an almost insoluble problem of adaptation and survival. How could any rational thinking person expect a group as disenfranchised as this one to simply take care of business as usual? With its limited frame of reference it's what Euro-American society has done to Native people.

Nevertheless, it's a testament to the genius of Native people that we were able to survive at all. It wasn't simply the taking away of the land and resources that acted as the final coup de grace in all this. The warehousing and theft of our art objects played a role as well. Of course, these types of statements make me an academic outcast among university professors and



scholars who uphold any and all Western doctrines.

Studying North American Indian art history can be a shocking enterprise to the typical non-Native Canadian university student. Over their lifetime they have been hyped with so much patriotic, ideological, rhetorical and academic dogmatism that after the first year of fine arts courses taught from the Native perspective in Native Studies, students can find it difficult to get around the feeling that they are living in a country that has simply been "invented."

It is during the semester-long deconstruction and reconstructed analysis and evaluation of the historical dichotomy between First Nations vs. Western pedagogy that a student's underlying anti-Indian feelings begin to emerge. In this edification process — where a student begins to learn that Western education is basically a parochial and provincial affair — communications inevitably become strained and uneasy. The typical non-Native students expect their professors to teach without qualification, the ethnocentric version of Euro-American history and not the Native perspective — so this new perspec-

tive comes as something of an eye-opener.

Logically, a Native art professor advocates an unusual look at Indian art history through the eyes and experience of the Native perspective — as the Chinese proverb goes: "what we see is behind our eyes." After some time learning from this perspective (and learning how to use this perspective) students come to understand that the version of history they are accustomed to learning from is a patriotic hero-driven kind of history.

By contrast the First Nation student's basic emotional response is generally expressed as calculated exoneration since these intellectually questioning individuals have probably intuited the truth of the matter all along and were simply waiting for someone in the academic world to substantiate, pedagogically at least, their as yet unexpressed opinions and personal feelings on the issue.

Non-Native students may harbour feelings of guilt, scepticism, frustration, distrust and sometimes even animosity towards their Native art professor and this is articulated in unconstructive student behaviour during the semester and negative

student evaluations of the course and professor at the end where charges of being anti-Christian, anti-anthropology, anti-white, and even reverse racism and discrimination are leveled.

I have had 33 years of teaching from the Native perspective to successive generations of non-Native students so I expect this state of affairs to happen and furthermore I expect it to happen time and again in the future. It goes with the territory and there is nothing that anybody can do to change it. Knowing this, I don't delude myself with impossible expectations of receiving the teacher of the year award. On the contrary, mine is more like fighting for my academic survival from one year to the next.

The non-Native university's administrative and governance issues bear scrutiny here. When it is time to apply for incremental or professional advancement using criteria under the collective agreement's teaching effectiveness article, the Native art professor's teaching dossier must argue with derogatory course evaluations submitted by students who were dissatisfied with the message their professor felt compelled to deliver under the Native perspective and academic freedom ideal. It's a freedom of choice issue that is spelled out in the preamble to the department's teaching philosophy and upheld by the board of governors, whether they understand its implications or not.

And if anti-Indian students are not enough to contend with, the Native professor must also have his or her annual performance review, or professional activity report, judged and evaluated by members of an academic body who have been taught through a century of discourse that North American Indians are remnants of Stone Age people who wouldn't know a gigabyte from a dog bite.

Generations of Department of Indian Affairs and Northern Development bureaucrats and university anthropologists depend on maintaining this line of dogma to keep their jobs. If Indians were suddenly declared "civilized" by some strange quirk of reality, of what use would they be?

The Native art professor has no chance of being fairly evaluated by his or her peers as happens routinely in the fine arts department, for example. The individuals who make up an evaluation committee (known as salary, tenure and promotion committees) are more often rank and file academics from no specified discipline, who are not required to show evidence of having anything more than rudimentary knowledge about First Nations people let alone exhibit any fluency of Indian fine art or what it means

to teach that art and create from that awareness.

Most evaluation committee members would not know a Cree from a Mohawk artist, an Apache from a Navajo, a Blackfeet from a Cherokee, Native art from modern art, religion from spirituality and what all that means. Oddly enough in this mad world of Westernized education, the Native art professor is required to obtain a PhD in anthropology in order to teach courses in Native art.

As a result you are getting close to the baseline of crass paternalism and racism and for no reason other than that the professoriate is as badly-educated and uninformed as primary school students, which is where their original knowledge of First Nations people begins and ends.

The fact that Prime Minister Stephen Harper can actually say to leaders of advanced and developing nations that Canada has no history of colonialism more than shows us the truth of that statement! President Ronald Reagan once went to Moscow and told the Soviets that Americans treat "their" Indian so well that they gave them their own reservations! That is hardly a concept of reality.

It seems the only people who learn anything at all about First Nations people are anthropologists but they do so for themselves and for their own theoretical purposes. Paradoxically the Native perspective is nonexistent in their conversations and I know of no anthropological theory written from the Native perspective. Why would any anthropologist want to learn to research and write from the Native perspective when doing so would clearly violate their raison d'être and be counterproductive as well?

It is from within this toxic and highly-eccentric academic environment that Native Studies students are called on to learn the varied and complex philosophical concepts about Native art. In the area of studio art, non-Native students are bewildered to learn that there is something called Indian fine art. Canadian and American students are regularly taught biased attitudes about Indians from high school onward, taught that there is no such thing as Indian art, more particularly that nothing from the Native perspective is thought to exist by that name.

By the time university students enrol in first year Indian art history and studio courses, their knowledge and practical experience and behaviour must be completely reevaluated and the student reeducated about the true nature of the Native



## L'ACPPU remanie la structure de sa gouvernance

L'ACPPU a atteint un nouveau jalon en avril dernier lorsque son conseil a voté une modification du règlement général de l'association pour assurer une juste représentation des groupes marginalisés au sein de sa structure de gouvernance.

« Ce changement marque une journée importante dans l'histoire de l'ACPPU, une journée où celle-ci s'est définie plus clairement que jamais comme un organisme attaché à l'équité pour tous ses membres », a annoncé la présidente de l'ACPPU, Penni Stewart.

L'idée de remanier la structure de gouvernance a pris forme il y a plus d'un an lors du premier forum de l'ACPPU sur l'équité, puis a été soumise à la discussion du Comité de direction par le Comité de l'équité.

« Le Comité de direction a agi avec diligence pour s'assurer que l'équité et le rôle de l'ACPPU dans la réalisation de l'équité pour tous ses membres sont mis à l'ordre du jour de toutes ses réunions jusqu'à ce qu'une proposition soit formulée et soumise à un vote du Conseil », a expliqué Anver Saloojee, membre ordinaire du Comité de direction et président du Comité de l'équité.

Dans son allocution à l'assemblée du Conseil de l'ACPPU de novembre 2009 et au caucus des femmes de la même assemblée, Mme Stewart a décrit l'orientation générale de la proposition.

À leurs réunions de mars 2010, les membres du Comité de l'équité et ceux du Comité des femmes ont voté en faveur de l'appui aux modifications proposées.

Ces modifications ont pour résultat de créer deux postes de membres ordinaires au sein du Comité

de direction, un pour les membres autochtones du personnel académique et l'autre pour le personnel académique francophone, de faire du Comité du personnel académique contractuel un comité permanent du Conseil, et d'établir un groupe de travail national sur les femmes en remplacement du Comité des femmes.

Trois nouveaux groupes de travail sont aussi créés pour représenter le personnel académique de minorité raciale, le personnel académique ayant un handicap et le personnel académique qui s'identifie comme faisant partie du groupe LGBTQ (lesbiennes, gays, bisexuels, transgenres, bi-spirituels, queer ou en questionnement).

Les quatre groupes de travail se chargeront de l'élaboration de propositions sur des activités de l'ACPPU en matière d'équité à mener dans leurs communautés et échangeront des idées et de l'information au sein du Conseil de la diversité — un nouveau comité permanent qui remplace l'ancien Comité de l'équité qui relevait du Comité de direction.

Chacun des quatre groupes de travail choisira deux membres pour siéger au Conseil de la diversité. Ce dernier comptera également deux coprésidents, dont une femme, qui seront élus par le Conseil et deviendront membres du Comité de direction de l'ACPPU.

Il restera au Comité de direction deux postes de membres ordinaires (au lieu de trois) qui, élus par le Conseil, seront chargés de représenter les intérêts de l'ensemble des membres. ■

English on page A5.

## Top Court Denies Maughan's Appeal

THE University of British Columbia Faculty Association and CAUT are welcoming the Supreme Court of Canada's decision to deny leave to appeal a ruling by the B.C. Court of Appeal that ended a years-long lawsuit against the university and four academic staff members.

Cynthia Maughan, a former UBC graduate student, wanted Canada's highest court to consider the appeal court's refusal to overturn a B.C. Supreme Court finding that there was no evidence to substantiate the allegations leveled in her

\$18 million lawsuit originally filed in October 2002.

Her suit claimed she had been discriminated against on the basis of her Christian beliefs, alleging the defendants had exposed her to hatred and contempt and/or had promoted her inferiority as a Christian contrary to the B.C. Civil Rights Protection Act.

In January 2008, the B.C. Supreme Court dismissed Maughan's action. She then took her case to the Court of Appeal, which upheld the ruling, and finally sought leave to appeal to the high court.

«We're pleased the Supreme Court of Canada has decided not to prolong this case any further», said faculty association president Elizabeth Hodgson. «It's a relief to have some closure for the faculty concerned as it's been a very long and distressing legal process.»

Legal representation for the UBC academics named in the lawsuit was provided by CAUT on behalf of the faculty association.

«We're very grateful to CAUT for helping us so substantially defend their academic freedom», said Hodgson. ■

## Racism & the Politics of Indian Art Study

→ From PAGE A7

artistic experience, creativity and expression, if they are to learn how to judge and justify its authenticity, integrity and value.

First Nations students do much better since the subject matter and pedagogy reinforce their personal and ancestral information of just exactly who they are — a knowledge they have gained through studying their own art, local history and cultural heritage.

Indian fine art as inspiration seems to be appreciated more in international arenas, such as in Europe among hobbyists and anthropologists, than in North America. But that admiration may be for the wrong reasons. The mistaken attitudes that lead Europeans to these «wrong» conclusions can be traced to Hollywood films of the 1900s and to mid-to late 19th century biases among scientists and researchers.

Through all this there has been a kind of Supra Indian created, a fictitious image that has acted to reinforce the modern and post-modern conceptions relative to contemporary Native artists — which is to say, who they are and what their art is all about.

Some anthropologists insist that the scientific stereotype of the noble savage or primitive Indian no longer exists and are no longer used by their discipline, but that is clearly debatable. With or without them, this imagery continues to exist in the books of every library in the world including your word processor's dictionary and thesaurus, and the savage imagery exists in perpetuity in television programming.

The theoretical analysis began over a century ago with historically important anthropologists and sociologists like Franz Boas, Sir Edward B. Tylor, Lewis Henry Morgan, Emile Durkheim and Bronislaw Malinowski and their followers, who classified all human societies as moving along and through a long chronological order of time, a course of cultural and social evolution from primitive to civilized man.

With regards to the idea of the primitive and that North American Indians are in some sense chronologically more archaic, historically and culturally than their Western counterparts (therefore genetically inferior) — if you accept that premise, or any part of it, then it becomes a simple matter to assume that all Indians in 2010 must still inhabit the same kind of prehistoric ancient world as their ancestors.

It follows that they must still need to evolve into something that is self-evidently known and discussed among anthropologists as «modern man» which most likely is one of the primary reasons the term assimilation has come about as in, «We can't allow these primitives to be left alone, we must assimilate them into civilized society.» This is the focus of much non-Native education of Native people today, whatever that idea of «civilized» is supposed to mean.

North American Indian art then, fills a vacuum created out of the dichotomy between the Native perspective and the Western perspective. It fills that schism created by the dominant academic narrative that posits the art of Western man as the highest source of knowledge, that poses as the «civilized» in art while that art of the North American Indian is allegedly savage or primitive by comparison.

The outcome of such thinking after more than a century of study and debate by Western academics and scholars are the Western world's museums of modern art and museums of ethnography found in most Euro-American countries and cultures, more specifically the Museum of Modern Art and the Museum of Natural History, both in New York City, and the National Gallery of Canada and the Canadian Museum of Civilization in Ottawa.

Indian artists may exhibit in the natural history and civilization museums as primitives but never are they invited to show in the two art galleries as doing Indian Fine Art with large in their own right, although the National Gallery, of late, allows Native artists to exhibit as Artists with a capital «A» but not as Native artists per se. They are stripped of any association with their Native art history.

That invented dichotomy of art and anthropology as the Western archetype has First Nations artists effectively straddling two divergent disciplines while simultaneously opening themselves up to and for creative critical analysis and deconstruction and reconstruction of this hypocritical and distorted concept of history and that is a plus for Indian fine arts.

Western civilization's historical and moral justifications for overrunning the continent, commonly known by the legal titles of Manifest Destiny and the Doctrine of Discovery, that are highly esteemed by non-Native politicians and historians of every political persuasion,

are the new frontiers of imagination in Indian Fine Arts. These legal doctrines and their justifications are the fundamental mental attitudes that First Nations artists must address if the dominant academic, art and political establishments are to take Indian fine art seriously as these doctrines are the ultimate colonialist tools of subjugation.

Such a fundamental adjustment in thinking cannot happen if non-Natives alone are teaching students what they think is Indian fine art within the confines of Western academic institutions. Western patrimony will simply not allow that change to happen. It is by being principally situated outside that authority, as we are here at First Nations University of Canada, that Indian fine art can move forward and flourish.

We need look no further than what happened as recently as 1992 when North Americans and many Europeans were celebrating the 500th year since Columbus «discovered America» to see how an attitude to an accident of history is continually being renewed and redeemed and recreated as the primary legal occurrence controlling our lives, reasserted with each succeeding generation in the Western world.

Does Indian and Northern Affairs Minister Chuck Strahl honestly believe that First Nations and non-First Nations students can easily find Indian fine arts courses of the kind taught at First Nations University at just any university? I am reminded of a dean of education at the University of Victoria who told me Australian Aboriginals are «our» closest living relatives of apes. With authority like that sitting at the helm of popular education in Canada, Minister Strahl will be waiting another 100 years for sound information to make intelligent decisions. ■

Alfred Young Man is professor emeritus at the University of Lethbridge and department head of Indian fine arts at First Nations University of Canada. His comment above is an abridged version of a paper presented to the Teach In at First Nations University on April 14, 2010.

The views expressed are those of the author and not necessarily CAUT.

**COMMENTARY**  
CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

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# CARERS ADRES

SECTION

B

## A

■ **ACCOUNTING** — University of Waterloo. The School of Accounting and Finance at the University of Waterloo invites applications for two full-time appointments at the rank of Lecturer, one in the area of accounting and one in the area of finance. Candidates require previous teaching experience in a post-secondary institution. Preference will be given to candidates with industry experience and a graduate degree in the area of accounting and finance (e.g. an MBA). A professional designation in accounting or finance is also an asset. Duties include teaching, program development, and administration. Salary will depend on a candidate's qualifications. Effective date of appointment: July 1, 2010. UW Policy 76 (Faculty Appointments) allows for the possibility of appointment at the rank of Continuing Lecturer. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, interested candidates are required to include a curriculum vitae and the names and contact information of three references with the curriculum vitae to complete an online application at <https://arbitonline.uwaterloo.ca/SAF/SAF/>. Applications should be directed to Jim Barnett, Director, School of Accounting and Finance, University of Waterloo, Waterloo, Ontario, Canada N2L 2G2. Review of applications will continue until the positions are filled.

## B

■ **BIOLOGY (STRUCTURAL BIOLOGY/CRYSTALLOGRAPHY)** — University of Waterloo. Applications are being accepted for a tenure track position at the Assistant or Associate Professor level in the Department of Biology, Faculty of Science, University of Waterloo. Applicants should have a PhD and postdoctoral experience with a research record in Macromolecular X-ray Crystallography. Duties of the position include establishment of an independent research program, teaching and supervision at the undergraduate and graduate levels, and participation in the running of the Department and University. The University has instrumentation for macromolecular crystallography, including a Rigaku MicroMax/R Axis 4++ diffractometer system. Inquiries and applications, consisting of a full curriculum vitae with publication record, statement of research interest and teaching experience, and names of three references and their contact information, should be sent electronically to the attention of: Dr. David R. Rose, Chair, Department of Biology, University of Waterloo (sent via email to: Mrs. Gini Kennings, Chair's Secretary [gkennings@uwaterloo.ca](mailto:gkennings@uwaterloo.ca)). The closing date for applications will be September 1, 2010, with a starting date on or after January 1, 2011. All qualified candidates are encouraged to apply. However, Canadian citizens and Permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

## C

■ **CHEMISTRY** — Saint Mary's University. The Department of Chemistry at Saint Mary's University, Halifax, Nova Scotia, invites applications for a Full-time 9-month Limited Term Position in Organic Chemistry/Biochemistry at the rank of Assistant Professor to commence on August 1, 2010. The successful candidate will possess a PhD in the field of Organic Chemistry or Biochemistry. Postdoctoral experience would be an asset. The candidate will have demonstrated potential as an effective teacher and possess a good record of research contributions and other related scholarly activities. Practical experience with various mass spectrometers such as LC-MS and GC-MS would be an asset. Teaching responsibilities will include undergraduate classroom and lab instruction in the area of introductory organic chemistry and biochemistry. The successful candidate is expected to contribute in his/her field to the research efforts of the Department and

play an active role in the administrative life of the Department of Chemistry and the Faculty of Science in general. The Department of Chemistry offers a nationally-accredited Bachelor of Science degree in Chemistry (Major and Honours). Undergraduate students are actively involved in faculty research and graduate students are enrolled in the Masters of Science in Applied Science Program. As well, the Department includes a number of faculty active in Green Chemistry research. Faculty in this Department have access to advanced instrumentation, including LC-PDA/MS, GC-PID/MS, EPR/MS, TGA/MS, GPC/SEC, SEM/EDX, Polarimeter (CV, ASU, etc.), DSC, FT-NMR, FHR, single crystal x-ray diffractometer, and various spectrophotometers, all with excellent technical support. All laboratories and research spaces

in the Department have been completely renovated over the past two years as part of a major renovation of the Science Building. Review of applications will begin after April 30, 2009, and continue until the position is filled. The application package should include current curriculum vitae including a list of publications, statement of teaching philosophy, a summary of research activities to be conducted during the term of appointment, and the names and contact information of at least three referees. The application should be sent directly to: Dr. Marc Lamoureux, Chair, Department of Chemistry, Saint Mary's University, Halifax, NS B3H 3C3, CANADA. Alternatively, electronic submissions of applications (PDF files only, please) may be sent directly to: [marc.lamoureux@smu.ns.ca](mailto:marc.lamoureux@smu.ns.ca). Although candidates of all nationalities are

encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Visit our website at [www.smu.ca](http://www.smu.ca). ■ **CRIME, DEVIANCE & SOCIO-LEGAL STUDIES** — University of Toronto. The Department of Sociology at the University of Toronto invites applications for a full-time tenure-stream appointment at the Assistant Professor level with primary interests in Crime, Deviance, and Socio-Legal Studies, starting July 1, 2011. A PhD in Sociology or primary graduate background in Sociology is required. Candidates must have an excellent research and teaching record. Salary is commensurate with qualifications and experience. Applicants should either have a PhD or expect to finish the PhD at time of appointment. We encourage

applications from candidates with strong secondary interests in one of our other departmental areas of specialization (immigration and ethnicity, gender, work and stratification, crime and law, culture, political sociology, and networks). The University of Toronto is a research-intensive institution offering faculty the opportunity to conduct research, teach and live in one of the most diverse cities in the world. The University includes programs and faculties in a number of cognate fields, including the Centre of Criminology and the University of Toronto Faculty of Law. Successful candidates will teach in both the undergraduate and graduate programs and they will be expected to develop an independently funded program of research. Evidence of excellence in teaching and research is required. Additional informa-

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B7 Accommodations

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Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-dessous. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

| ISSUE \ NUMÉRO           | CLOSING DATE \ DATE DE TOMBÉE | POST DATE \ DATE AFFICHÉE   |
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La *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, s'il vous plaît écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tél: (202) 737-5900, ou de visiter [www.aaup.org](http://www.aaup.org).

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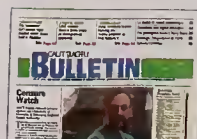
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## CAREERS CARRIÈRES

tion on the Department can be obtained at [www.utoronto.ca/sociology](http://www.utoronto.ca/sociology). The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian and permanent residents of Canada will be given priority. To be considered for this position, please apply online at the University of Toronto Academic Career Opportunities site [www.jobs.utoronto.ca/faculty/job#10003347](http://www.jobs.utoronto.ca/faculty/job#10003347) by clicking on the link below. If you are unable to apply online, please submit your application and other materials to the following address: Chair, Search Committee in Crime and Sociology of Law, Department of Sociology, 725 Spadina Avenue, University of Toronto, Toronto, Ontario, Canada, M5S 2J4. Email: [tina.colombeck@utoronto.ca](mailto:tina.colombeck@utoronto.ca). Deadline: September 20, 2010. Applications should include a Curriculum Vitae, sam-

ples of publications and writing, and evidence of teaching ability and experience. We encourage applicants to combine a PDF or MS WORD documents in one or two files. Applicants should also ask three referees to email letters to the departmental address above. Faxes of letters of recommendation are accepted at 416-978-3963, but must be followed by hard copies.

**ELECTRICAL & COMPUTER ENGINEERING** — University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor. In Computer Engineering, with expertise in one or more of these areas: networks on chip, fault tolerance/reliability, hardware/software codesign, application processors, reconfigurable systems, and human/computer interaction with a com-

puter engineering perspective. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding to more than 80 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering offered jointly with the David R. Chertoff School of Computer Science, Mechanical Engineering offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering, and Nanotechnology Engineering

jointly with the Departments of Chemistry and Chemical Engineering draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with this inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-city university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Waterloo is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three referees to the Faculty Search Coordinator via the online system at <https://eeceadmind.utoronto.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

**ELECTRICAL & COMPUTER ENGINEERING** — University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following

areas: 1. Nano Electronic Mechanical Systems leading to biotech and related medical applications; 2. Low dimensional quantum structures leading to potential applications at the device level; 3. Radio Frequency Micro Electro-Mechanical Systems (RF-MEMS) expanding into new, RF-related areas including bio-medical and RF nano-based devices; 4. Large area electronics with expertise in thin film technologies at both material and device levels; 5. Optoelectronics and related applications. The ECE department is home to the Giga-to-Nano Laboratory (<http://ace.utoronto.ca/giga-to-nano>) and the Centre for Integrated RF Engineering (<http://www.cife.utoronto.ca>), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will also be an active partner of the Quantum Nano Centre (QNC), a new \$100M teaching and research infrastructure to be completed by year 2010. Applicants should have earned a doctoral degree in Electrical Engineering, Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering offered joint-

ly with the David R. Chertoff School of Computer Science, Mechatronics Engineering offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering, and Nanotechnology Engineering offered jointly with the Departments of Chemistry and Chemical Engineering draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-city university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three referees to the Faculty Search Coordinator via the online system at <https://eeceadmind.utoronto.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

**ELECTRICAL & COMPUTER ENGINEERING (ELECTRONIC DESIGN AUTOMATION)** — University of Waterloo. The Department of Electrical and Computer Engineering, University

## Université Sainte-Anne

### Recteur et vice-chancelier

L'Université Sainte-Anne est à la recherche d'un leader dynamique pour combler le poste de recteur et vice-chancelier à partir du 1<sup>er</sup> juillet 2011

Seule institution d'enseignement postsecondaire de langue française en Nouvelle-Écosse, l'Université Sainte-Anne accueille des étudiants venus des quatre coins de l'Atlantique, du Canada et d'un peu partout au monde. Ses programmes en administration des affaires, en éducation, en sciences humaines, en sciences pures, en immersion française, ainsi que plusieurs autres programmes professionnels, préparent les étudiants à entrer dans le monde du travail avec les connaissances pratiques et théoriques qui leur permettront de réussir.

Le but de l'Université Sainte-Anne est de répondre aux besoins des populations francophones et francophiles, qu'il s'agisse d'élèves fraîchement diplômés des écoles secondaires ou d'apprenants adultes en voie de réorientation de carrière ou de formation continue. De même, l'institution offre des formations spécialisées pour les entreprises ou les industries selon leurs besoins.

L'Université Sainte-Anne dispense son enseignement par l'intermédiaire de ses cinq campus situés à Halifax, Petit-de-Grat, Pointe-de-l'Église, Saint-Joseph-du-Bois et Tusket (Nouvelle-Écosse). Son campus principal est situé à Pointe-de-l'Église. Ce dernier a récemment été doté de trois sources d'énergies renouvelables qui ont réduit de manière significative les émissions de gaz à effet de serre.

#### La personne idéale :

- détient préférentiellement un diplôme universitaire de cycle supérieur
- a de l'expérience en enseignement et en recherche universitaire et en direction (planification stratégique, gestion financière, planification et organisation du fonctionnement d'un établissement, etc.)
- veillera au développement de notre université sur le plan local, national et international
- est sensible au caractère unique et aux racines acadiennes de Sainte-Anne
- sera un chef d'équipe bilingue, ouvert d'esprit et rassembleur
- a d'excellentes aptitudes pour la communication et les relations interpersonnelles.

Les personnes intéressées sont invitées à envoyer leur cv, une lettre d'accompagnement et le nom de trois répondants, e.s. au plus tard le 31 août 2010, à :

Mme Donna Maillet-Mullen  
Directrice des ressources humaines  
Université Sainte-Anne  
Pointe-de-l'Église, N.-É. BOW 1M0  
(902)-769-2114 poste 258  
[donna.mallet-mullen@usainteanne.ca](mailto:donna.mallet-mullen@usainteanne.ca)

[www.usainteanne.ca](http://www.usainteanne.ca)

Pour cultiver les étoiles de demain

L'Université Sainte-Anne souscrit au principe de l'équité en matière d'emploi. Toutes les personnes qualifiées sont encouragées à poser leur candidature.

## Director School of Environment, Enterprise and Development

UNIVERSITY OF  
WATERLOO

The School of Environment, Enterprise and Development (SEED), in the Faculty of Environment, University of Waterloo invites applications for Director of the School. The successful applicant will lead the academic activities of SEED, including teaching programs, outreach and research. The successful candidate will have:

- a PhD and academic qualifications expected for an appointment to a tenured position at the Professor or Associate Professor level;
- a multidisciplinary research interest in one or more areas of business and environment, local economic development, and international development;
- ability to shape the direction of undergraduate and graduate teaching, and scholarship in SEED, and
- strong administrative, communication and leadership skills.

The School of Environment, Enterprise and Development was founded in 2009, has a current enrolment of approximately 575 students, and is experiencing further rapid growth. The school is adding faculty members, developing new programs and growing research capacities. In 2011, the School will move to a new 57,000 sq. ft. LEED® Platinum building with new classrooms, student space and offices.

SEED intends to be a recognized world leader in integrated approaches for sustainable solutions to the world's most pressing challenges. SEED offers comprehensive and highly interdisciplinary professional programs in sustainable business and development, with degrees in environment and business, international development and local economic development.

For details about the school and its programs please visit: <http://seed.uwaterloo.ca>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by the Intelligent Community Forum), about 90 km west of Toronto.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. Interested candidates are invited to submit a detailed curriculum vitae, a statement explaining how their abilities and interests relate to SEED and a vision of their role as Director, as well as the names, addresses, email addresses and telephone numbers of four referees. Review of applications will continue until the position is filled. Please send an application package to:

Dean  
Faculty of Environment, University of Waterloo  
Waterloo, Ontario, Canada, N2L 3G1  
[env-dean@uwaterloo.ca](mailto:env-dean@uwaterloo.ca)

## WATERLOO | ENVIRONMENT

### Practise what you teach.

Diversity, equity, and inclusion are fundamental to our mission to educate students. We are committed to education that places strong emphasis on global citizenship, social justice, and equity. We live this value through the strength and richness that diversity brings to our workforce and welcome contributors from equity groups including: Aboriginal peoples, visible minorities, persons with disabilities, and lesbian, gay, bisexual, transgender, and queer persons.

## Chair, Automotive & Motorcycle Programs

Put your educational and leadership skills to work in Canada's largest transportation training facility. Reporting to the Dean of the School of Transportation, you will be accountable for effective program operation and play a key role in sector outreach and program development. You will also provide academic and administrative leadership, supervision, and direction to the faculty, coordinators, support staff, and learners in our School of Transportation and be responsible for a diverse portfolio of post-secondary as well as apprenticeship programs including Automotive Service Technician, Motorcycle and Powersports, Automotive Painter, and Collision Repair. Your degree relevant to education or equivalent combination of education and experience is complemented by leadership experience in a post-secondary education or corporate training environment. A certificate of qualification in transportation trade and demonstrated competencies in curriculum development are also requirements. For more information about this exciting opportunity, please visit us online.

Apply @ [www.centennialcollege.ca/careers](http://www.centennialcollege.ca/careers)



# CAREERS CARRIÈRES

of Waterloo, invites applications for a tenure-track/tenured faculty position at any rank (Assistant, Associate, or in very special cases, Full Professor) in electronic design automation with expertise in one or more of the following areas: power optimization; system-level design methodologies for synthesis, simulation and performance; design automation for biological system and bio-inspired CAD. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://ecadadmin.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

**ELECTRICAL & COMPUTER ENGINEERING (SOFTWARE SYSTEMS)**—University of Waterloo, The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at any rank (Assistant, Associate, or in very special cases, Full Professor) in the area of software systems, including but not limited to the following areas: dependable and fault tolerant systems, systems software (e.g., virtualization and ubiquitous computing), and energy-aware software ("green software"). Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment

of more than 500 graduate students. The undergraduate program in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://ecadadmin.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

**ELECTRICAL & COMPUTER ENGINEERING (SYSTEMS & CONTROL)**—University of Waterloo, The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for two tenure-track/tenured faculty positions at the rank of Assistant, Associate, or in very special cases, Full Professor in the area of systems and control. The ideal candidate will combine a record of high quality research in systems and control with pertinent expertise in a related scientific discipline or an important application area. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrolment of more than 500 graduate students. The undergraduate

programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (popu-

lation of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://ecadadmin.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

**ENVIRONMENT, ENTERPRISE & DEVELOPMENT (DIRECTOR)**—University of Waterloo, The School of Environment, Enterprise and Development (SEED), in the Faculty of Environment, University of Waterloo invites ap-

## SFU SIMON FRASER UNIVERSITY THINKING OF THE WORLD

### TENURE TRACK POSITION IN INNOVATION AND ENTREPRENEURSHIP FACULTY OF BUSINESS ADMINISTRATION

The Faculty of Business Administration, Simon Fraser University (Burnaby, Canada) has one tenure track opening for a faculty member who has a high quality research and teaching record in **entrepreneurship and innovation**. This will include interests and experiences in one or more of the following areas: the formation and management of new ventures; the interplay between innovation (technological, social, and organizational) and entrepreneurship; the evaluation of opportunities; developing novel types of organizations, technologies and products; entrepreneurial business models, networks and social capital; and entrepreneurship focus on particular industries (e.g., clean energy) or regional contexts (Asia).

The successful candidate will complement the research strengths of our current faculty, while helping to direct and build our future interests and teaching offerings in entrepreneurship and innovation. Applications are invited at any rank (Assistant, Associate, Full).

Language of instruction is English. A Ph.D. in the appropriate area is also required. Compensation will commensurate with qualifications.

Start Date: **September 1, 2011**

Simon Fraser University Business is a balanced research and teaching oriented institution with Undergraduate, Masters, Ph.D. and Executive programs and is an accredited member of both AACSB International and EQUIS. With three British Columbia campuses located in Burnaby, Vancouver and Surrey, Simon Fraser University offers a strong research environment in a city consistently ranked as the most livable in the world.

Send a cover letter, curriculum vitae and any other supporting documentation (in electronic format, pdf preferred) to [busppts@sfu.ca](mailto:busppts@sfu.ca). Candidates are also requested to send three signed letters of reference (printed) and Teaching Evaluations to:

**Dr. Irene M. Gordon**  
Chair of the Appointments Committee  
Faculty of Business Administration  
Simon Fraser University  
8888 University Drive  
Burnaby, British Columbia  
Canada V5A 1S6

Application deadline: **August 31, 2010**

All qualified candidates are encouraged to apply. However, Canadian and Permanent Residents will be given priority. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Position is subject to budget approval. Under authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: [http://www.sfu.ca/vpacademic/Faculty\\_Openings/Collection\\_Notice.html](http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html).

## Werklund Foundation Chair in Youth Leadership Education

### Faculty of Education, University of Calgary

The University of Calgary's Faculty of Education seeks applications for a tenure-track position of Assistant, Associate or Full Professor in the area of child and youth leadership studies, to serve as the **Werklund Foundation Chair in Youth Leadership Education**, and to assume the directorship of the **Werklund Foundation Centre for Youth Leadership Education**.

The successful candidate will take primary responsibility for initiating the start-up of the Centre, working closely with the advisory board and stakeholder groups in schools and communities to develop research in youth leadership education and create opportunities for educators and leaders to foster a deeper awareness of the importance of developing the leadership capacity of youth.

Candidates for this position must have a doctorate in education; a well-established record of research, teaching, publication, and service related to youth leadership studies; experience working in initial and ongoing teacher education; and significant experience working in school and/or community settings in areas related to youth leadership development. The incumbent will also be expected to secure research and other funding to support activities of the Centre.

Information about the Werklund Foundation Centre for Youth Leadership Education, and additional details about the **Werklund Foundation Chair**, can be found at <http://educ.ucalgary.ca/werklund>. Information about programs and research in the **Faculty of Education** can be found at <http://educ.ucalgary.ca>.

Applicants are invited to submit a curriculum vitae including employment history, a statement outlining research and teaching experience interests, a brief description of major contributions, reprints of several representative published research papers, and the names of at least three referees.

Applications should be addressed to Dr. Dennis Sumara, Dean, Faculty of Education, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada T2N 1N4.

Consideration of applications will begin **August 1, 2010**, and will continue until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity.



**University of Victoria** | School of Child & Youth Care

### Assistant Professor (tenure track)

The School of Child and Youth Care invites applicants for the position of Assistant Professor (tenure-track), effective **January 1, 2011** or as negotiated. Candidates should have direct practice experience with children, youth, families and/or communities, and a demonstrated ability to work cross-culturally with sensitivity and respect. Candidates will have demonstrated: a completed research-focused doctorate; an established record of research and scholarship evidenced by research grant received, publications, presentations and/or work in progress; knowledge of children and youth aged 0-18; experience and enthusiasm for teaching graduate and undergraduate courses; experience and skill working with graduate students; capacity to supervise graduate students; experience and professional and personal commitment to working with diverse communities; strong communication and organizational skills.

Research expertise in one or more of the following areas would be strongly desired: program evaluation, program development; policy research and analysis; children and youth with disabilities, or family-based interventions in child and youth care.

The successful candidate will: take leadership in the conduct of research; mentor and supervise graduate students; work collaboratively; participate in the life of the school, the University and larger community; engage in curriculum development and teach in a variety of delivery modes in on-campus and distributed learning formats.

The appointment will follow university guidelines for academic positions. The salary level is set out in the salary policy for regular faculty members and is negotiable based upon experience. A full range of benefits is offered, see <http://www.opportunities.uvic.ca/work/benefits.htm>

Closing Date for Applications: **July 15, 2010**

Applicants should send cover letter and supportive documentation of key career achievements, a curriculum vitae and three sealed confidential letters of reference to: Dr. Daniel G. Scott, Director, School of Child and Youth Care, University of Victoria, P.O. Box 1700, Victoria, BC, Canada V8W 2Y2, Ph. 250 472-4770, Fax: 250 721-7218, email: [dsgscott@uvic.ca](mailto:dsgscott@uvic.ca)

In accordance with the University's Equity Plan and pursuant to Section 42 of the BC Human Rights Code, preference will be given to members of the following designated groups: Aboriginal Peoples, persons with disabilities, members of visible minorities. Candidates from these groups who wish to qualify for preferential consideration, are encouraged to self-identify. All candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian and permanent residents will be given priority.

[www.cyc.uvic.ca](http://www.cyc.uvic.ca)



## CAREERS OPPORTUNITIES

## Tenure-Track Position in Analysis Department of Mathematics & Statistics

» **Competition Number:** VPA-MAST-2010-002

The Department of Mathematics and Statistics at Memorial University of Newfoundland is undergoing a process of faculty renewal and is making a number of tenure-track appointments, subject to budgetary approval.

The Department invites applications for a tenure-track Assistant Professor position in Analysis. While outstanding applications from all areas of analysis are welcome, preference may be given to applicants with publications in the area of analysis compatible with departmental research.

Applicants must have an earned doctorate and an excellent publication record in Analysis. Candidates should have some teaching experience and the skills required to become an excellent teacher.

Duties for the position include graduate teaching and supervision; undergraduate teaching and the development of a vigorous research program.

The closing date for applications will be **September 17, 2010**. Candidates should submit a Curriculum Vitae, a description of research and teaching interests; and the names and addresses (include e-mail) of at least three referees. Applications should be sent to:

Head of Department, VPA-MAST-2010-002

Department of Mathematics & Statistics, Memorial University of Newfoundland  
St. John's, NL, A1C 5S7 Canada

E-mail: mathstat@mun.ca; Internet: www.mun.ca/math

You MUST use the code VPA-MAST-2010-002 on all correspondence.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

## Two-for-One Deal

Recruit from two audience pools at once. Job ads with the **CAUT Bulletin** not only appear in the Career section of the newspaper but also go online for 30 days at **AcademicWork.ca**. To place a career ad that will appear in print and online, call our advertising department at (613) 820-2270 or e-mail [ads@caut.ca](mailto:ads@caut.ca).

## Deux pour un

Diffuse simultanément vos offres d'emploi dans deux médias différents. Les annonces publiées dans le **Bulletin de l'ACPPU** paraissent non seulement dans la section des carrières mais aussi en ligne sur le site **travailacademique.ca** pendant 30 jours. Pour insérer une annonce de carrière imprimée et en ligne, veuillez communiquer avec notre service de la publicité par téléphone (613-820-2270) ou par courriel ([ads@caut.ca](mailto:ads@caut.ca)).

POUR  
FOR

## Tenure-Track Position in Algebra Department of Mathematics & Statistics

» **Competition Number:** VPA-MAST-2010-001

The Department of Mathematics and Statistics at Memorial University of Newfoundland is undergoing a process of faculty renewal and is making a number of tenure-track appointments, subject to budgetary approval.

The Department invites applications for a tenure-track Assistant Professor position in Algebra. While outstanding applications from all areas of algebra are welcome, preference may be given to applicants with publications in the area of algebra compatible with departmental research.

Applicants must have an earned doctorate and an excellent publication record in Algebra. Candidates should have some teaching experience and the skills required to become an excellent teacher.

Duties for the position include graduate teaching and supervision; undergraduate teaching and the development of a vigorous research program.

The closing date for applications will be **September 17, 2010**. Candidates should submit a Curriculum Vitae, a description of research and teaching interests; and the names and addresses (include e-mail) of at least three referees. Applications should be sent to:

Head of Department, VPA-MAST-2010-001

Department of Mathematics & Statistics, Memorial University of Newfoundland  
St. John's, NL, A1C 5S7 Canada

E-mail: mathstat@mun.ca; Internet: www.mun.ca/math

You MUST use the code VPA-MAST-2010-001 on all correspondence.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

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Applications for Director of the School. The successful applicant will lead the academic activities of SEED, including teaching programs, outreach and research. The successful candidate will have: 1. a PhD and academic qualifications expected for an appointment to a tenure-track position at the Assistant or Associate Professor level; 2. a multidisciplinary research interest in one or more areas of business and environment, local economic development, and international development; 3. ability to shape the direction of undergraduate and graduate teaching; and 4. strong administrative, communication and leadership skills. The School of Environment, Enterprise and Development was founded in 2009, has a current enrolment of approximately 575 students, and is experiencing rapid growth. The school is adding faculty members, developing new programs and growing research capacities. In 2011, the School will move to a new 57,000 sq. ft. LEED Platinum building with new classrooms, student space and offices. SEED intends to be a recognized world leader in integrated approaches for sustainable solutions to the world's most pressing challenges. SEED offers comprehensive and highly interdisciplinary professional programs in sustainable business and development, with degrees in environment and business, international development and local economic development. For details about the school and its programs please visit <http://seedschool.ca>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by the Intelligent Community Forum), about 50 km west of Toronto. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. Interested candidates are invited to submit a detailed curriculum vitae, a statement explaining how their abilities and interests relate to SEED and a vision of further action. All qualified applicants are encouraged to apply; however, in accordance with Canadian Immigration requirements, only Canadian citizens and permanent residents of Canada. Candidates should ensure that their curriculum vitae, statements of teaching specializations and research interests, up to three reprints, and letters from three referees are sent to the following address. The review of applications will begin September 15, 2010 and applications will be accepted until the position is filled. Dr. Tim Moore, Chair, Department of Business at Saint Mary's University, Room 705, 805 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 2K6; Phone: 514-843-4122; Fax: 514-398-7437; E-mail: [recruit.geog@mcgill.ca](mailto:recruit.geog@mcgill.ca).

» **GEOGRAPHY (URBAN SUSTAINABILITY)** — McGill University Applications are invited for a joint tenure-track position of the Assistant Professor level in the Department of Geography, McGill School of Environment and Urban Sustainability beginning on July 1, 2011. The person who fills this position will have expertise in sustainability research, and in innovative qualitative and/or quantitative approaches to investigating urban environmental, policy and development challenges. This position will provide an important addition to undergraduate and graduate programs offered by the School of Environment (<http://www.mcgill.ca/mse/>) and the Department of Geography (<http://www.geog.mcgill.ca>), and has the potential to contribute to programs in Sustainability Science and Urban Systems. There would also be potential interactions with other Departments with interest in the environment, such as Biology, Natural Resource Sciences, and the School of Urban Planning. Such a position would be consistent with the interdisciplinary Environment theme elaborated in the McGill 'White Paper' ([http://www.mcgill.ca/whitepaper/steering\\_and\\_aspirations](http://www.mcgill.ca/whitepaper/steering_and_aspirations), June 2005.pdf). It is also consistent with the greater attention to sustainability that has been adopted by McGill. Applicants must possess a PhD or expect to graduate by summer 2011, and have demonstrated excellence in research, teaching and communication. All qualified applicants with qualifications and experience. The successful candidate may be nominated for a Canadian citizenship award. The University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further the University's goals. All qualified applicants are encouraged to apply; however, in accordance with Canadian Immigration requirements, only Canadian citizens and permanent residents of Canada. Candidates should ensure that their curriculum vitae, statements of teaching specializations and research interests, up to three reprints, and letters from three referees are sent to the following address. The review of applications will begin September 15, 2010 and applications will be accepted until the position is filled. Dr. Tim Moore, Chair, Department of Business at Saint Mary's University, Room 705, 805 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 2K6; Phone: 514-843-4122; Fax: 514-398-7437; E-mail: [recruit.geog@mcgill.ca](mailto:recruit.geog@mcgill.ca).

» **GEOTECHNICAL ENGINEERING** — University of Waterloo, The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Geotechnical Engineering at the rank of Assistant or Associate Professor. Candidates are sought with a strong background in numerical simulation, rock mechanics, physical modelling or testing, soil structure interaction, or material characterization. The successful candidate must complement the Geotechnical Engineering and Geomechanics Research Group which is focused on research in areas such as micro-mechanics, geomechanics, analysis and design of buried infrastructure, geotechnical characterization, non-destructive testing, catastrophic landslides, geohazards, and geo-environmental engineering. Applicants with a PhD in Civil Engineering or a closely related field will be considered. Applicants should be eligible for Professional Engineering registration in the Province of Ontario. Salary will be commensurate with ability or have great potential for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills, to be able to supervise graduate students and secure research funding, and to teach undergraduate and graduate courses in a wide range of geotechnical subjects. These include soil mechanics, foundation engineering, numerical modelling, and earth structures engineering. The University of Waterloo encourages applications from all qualified individuals including members of visible minorities, aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, only Canadian citizens and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, a statement of career objectives, and the names, addresses, e-mail addresses, telephone and FAX number of at least three referees. Send to Professor Neil R. Thomson, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (<http://www.civil.uwaterloo.ca/>). Applications will be considered at any time until the position is filled.

» **FINANCE** — Saint Mary's University, The Sobey School of Business at Saint Mary's University invites applications for a tenure-track position in Finance at the Assistant or Associate Professor level. The position will begin on January 1, 2011 or as soon as possible thereafter, and is subject to final budgetary approval. The successful candidate will possess the following qualifications: a PhD in Finance. Candidates are expected to possess strong teaching skills and a commitment to research excellence. A strong knowledge in risk management is an asset. The successful applicant will be expected to teach at both graduate and undergraduate levels. In addition to conducting and supervising research that contributes to the School's MBA and MFin programs, The Sobey School of Business at Saint Mary's University is a balanced research/teaching institution. It has the largest business program in the Atlantic provinces and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. The Sobey School is located in a modern facility providing state-of-the-art technology for classrooms. Excellent database resources are provided for research, including access to Datastream, Bloomberg, Compustat and Global Vantage. Saint Mary's is located in the heart of historic Halifax, Nova Scotia, the major educational and commercial centre of the Atlantic, on the eastern seaboard. It is conveniently located to recreational, historical and cultural attractions, and to other major urban centers in Canada and the Northeastern United States. Although candidates of all nationalities are encouraged to apply, priority will be given to qualified Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity and encourages applications from qualified women and men, aboriginal peoples, visible minorities and persons with disabilities. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applications for this position must include a letter of interest, curriculum vitae, recent working papers or publications, teaching evaluations (if available), and the name and contact information for three referees. Applications should be sent to: Chair, Department of Finance, Information Systems, and Management Science, Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3; [sobey@smu.ca](mailto:sobey@smu.ca). Review of applications will begin on May 1, 2010 and continue until the position is filled.

» **FINANCE** — University of Waterloo, The School of Accounting and Finance at the University of Waterloo invites applications for two full-time tenure-track appointments at the rank of Assistant or Associate Professor. The successful candidate will have a PhD in Finance, and a minimum of five years of teaching and research experience in the areas of accounting and finance (e.g., MBSA). A professional designation in accounting or finance is also an asset. Duties include teaching, program development, and administration. Salary will depend on a candidate's qualifications. Effective date of appointment: July 1, 2010. UW Policy 76 Faculty Appointments allows for the possibility of appointment at the rank of Continuing Lecturer. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. Interested candidates are invited to submit a detailed curriculum vitae, a statement of career objectives, and the names, addresses, e-mail addresses, telephone and FAX number of at least three referees. Send to Professor Neil R. Thomson, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (<http://www.civil.uwaterloo.ca/>). Applications will be considered at any time until the position is filled.

» **HISTORY** — Saint Mary's University, The Department of History at Saint Mary's University invites applications for a nine-month seasonal appointment at the Assistant Professor level in Latin American History. The successful candidate will be responsible for teaching an introductory survey as well as upper level courses to be determined in consultation with the Department. The successful candidate will be joining a Department with a vigorous research culture where faculty, graduate students, and postgraduate fellows have made contributions to historical scholarship in a wide range of areas. The Department provides vital support for the University's interdisciplinary programs, including Atlantic Canada Studies, Asian Studies, Women's Studies, International Development Studies, and Irish Studies. It also enjoys a close relationship with the local museum and educational community, enhanced by the Public History component of our program. For further information visit our web page: <http://www.stmarys.ca/academic/ehs/history>. The appointment commences on September 1, 2010, subject to budgetary approval. Applicants must have a completed PhD, or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. Applicants should submit a signed letter of application, a CV, teaching dossier (including evidence of teaching effectiveness), a sample of recent scholarly writing or publications, a list of references, transcripts, and contact information for three referees to the Chair, Department of History, Saint Mary's University, School of Environment and Urban Sustainability, 333 St. John's St., Halifax, Nova Scotia, Canada, B3H 3C3. Fax: (902) 420-5141. E-mail: [history@smu.ca](mailto:history@smu.ca). The Department will begin reviewing applications on May 1, 2010, in accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents; nevertheless applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity.

» **HISTORY** — Saint Mary's University, The Department of History at Saint Mary's University invites applications for a tenure-track appointment at the Assistant Professor level in United States History. Applications are welcome from specialists in any period from early America to the modern era. In addition to being able to offer survey courses in US history, an ability to teach Black and/or Native American History would be considered an asset. Candidates are encouraged to identify how their scholarly interests would complement our department's strengths in teaching and research. The successful candidate will be joining a department with a vigorous research culture where faculty, graduate students, and postgraduate fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for the University's interdisciplinary programs, including Asian Studies, Atlantic Canada Studies, International Development Studies, Irish Studies, and Women and Gender Studies. We also enjoy a close relationship with the local museum and educational community, enhanced by the Public History component of our program. For further information visit our web page: <http://www.stmarys.ca/academic/ehs/history>. The appointment commences July 1, 2011. Applicants must have a completed PhD, or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. Applicants should submit a signed letter of application, a CV, contact information for three referees, a teaching dossier (including evidence of teaching effectiveness), and a writing sample to the Chair, Department of History, Saint Mary's University, School of Environment and Urban Sustainability, 333 St. John's St., Halifax, Nova Scotia, Canada, B3H 3C3. Fax: (902) 420-5141; e-mail: [history@smu.ca](mailto:history@smu.ca). The Department will begin reviewing applications on September 15, 2010, in accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents; nevertheless applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity.

» **LIBRARIAN** — York University, York University Libraries invites applications for a tenure-track position in the area of GIS and Map Librarian, a tenure-stream appointment. Details are available at: <http://webpages.yorku.ca/academic/humanities/librarianship/jobs/positions/2010/1130>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on the website <http://www.yorku.ca/aa/eo> or a copy can be obtained by calling the Affirmative Action Office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

» **MARKETING** — Wilfrid Laurier University, The School of Business and Economics at Wilfrid Laurier University invites applications for a tenure-track Marketing faculty position starting July 1st, 2011. Position subject to budgetary approval. For a detailed position description, visit our website at <http://www.wlu.ca/marketing/postings/bus.htm>.

» **MARKETING** — University of Toronto Scarborough, The Department of Marketing at the University of Toronto Scarborough invites applications for a tenure-track position in Marketing at the rank of Assistant, Associate or Full Professor. The appointment will be effective July 1, 2011. Candidates should have a PhD in Marketing on appointment (completed or nearly completed). Applicants will be given to candidates who demonstrate excellence in research and teaching. Particular attention will be given to applicants with a research focus in Consumer Behavior. Responsibilities include advising the area's research agenda and teaching undergraduate students at the University of Toronto Scarborough, and active involvement in graduate student education and training through the Joseph A. Rotman School of Management. The Department of Management at the University of Toronto is highly research oriented and seeks to attract the best candidates for positions that will be commensurate with qualifications and experience and will be comparable with the top research schools in the world. Additional information on the Department can be found at <http://www.utsa.utoronto.ca/management>. For further information, contact the Human Resources Department at (416) 291-1000. Please ensure that you include a letter of application with a current curriculum vitae, copy of your most recent unpublished research papers and any evidence of excellence in teaching. We encourage applications to come with a letter of reference in one or two files. Three letters of reference should be submitted electronically to [hr@utoronto.ca](mailto:hr@utoronto.ca). For further information, contact the Human Resources Department at (416) 291-1000. 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## CAREERS CARRIÈRES

■ **MATHEMATICS & STATISTICS** — University of Windsor. The University of Windsor, Department of Mathematics and Statistics invites applications for a tenure-track position in the area of Algebra and Analysis at the rank of Assistant Professor commencing as early as September 1, 2010. For a detailed position description visit our website at: [www.uwindsor.ca/facultypositions](http://www.uwindsor.ca/facultypositions). Contact: Professor S. L. Ahmed, Head, Department of Mathematics and Statistics, University of Windsor, 401 Sunset Avenue, Windsor, ON N9B 3P4, Phone: (519) 253-3000, Ext. 3015; Fax: (519) 973-3649; Email: [mhs2@uwindor.ca](mailto:mhs2@uwindor.ca). For information on the University of Windsor or the City of Windsor, contact: Geri Pasceca, Coordinator, Faculty Recruitment and Retention at 1-877-665-6608 (toll free) within North America, call collect outside of North America at 001-519-561-1432 or Email: [recru@uwindor.ca](mailto:recru@uwindor.ca).

■ **MECHANICAL & MECHATRONICS ENGINEERING (NANOTECHNOLOGY)** — University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Collaborative Graduate Program in Nanotechnology. Applicants are sought with research background in the general area of nanomaterials and expertise in one or more of the following research areas: nanoscale surfaces/interfaces, processing, characterization and properties of nanoscale materials, nanomechanics, nanoscale sensing materials and technologies. Research in other areas that support nanoscale materials engineering will also be considered. Applicants must have excellent communication skills, and hold a PhD in Materials Science and Engineering or a closely related discipline with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three referees to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Email: [mech@uwaterloo.ca](mailto:mech@uwaterloo.ca). Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty, Department and the Collaborative Graduate Program in Nanotechnology can be found at [www.eng.uwaterloo.ca](http://www.eng.uwaterloo.ca), [www.mme.uwaterloo.ca](http://www.mme.uwaterloo.ca) and <http://www.mme.uwaterloo.ca/gpna/gpna.php>. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

## N

■ **NANOTECHNOLOGY ENGINEERING** — University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectroscopy, fluidics) and nanobiosystems (e.g., nanomedicine, biomaterials). Other areas, such as nanoelectronics (e.g., quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of nanotechnology graduate and undergraduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada. Email: [electronic\\_hiring@nanotech.uwaterloo.ca](mailto:electronic_hiring@nanotech.uwaterloo.ca) (Electronic submissions welcomed). With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growing in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

## P

■ **OPTOMETRY (OCULAR DISEASE)** — University of Waterloo. The University of Waterloo School of Optometry is seeking qualified applicants for a full-time position in the faculty category of clinical lecturer. The successful candidate will have completed an accredited residency in ocular disease (or equivalent). Preference will be given to candidates with additional practice experience in a disease management-intensive environment. The range of duties could include: lecture supervision, didactic and clinical laboratory teaching, and direct patient care. Strong interest in clinical education and direct patient care essential. Applicants should be eligible for a general or ophthalmic certificate of registration with the College of Optometrists of Ontario. Applicants would ideally like to take up the position September 1, 2010. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. Thomas Fiedler, Director, School of Optometry, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; [www.optometry.uwaterloo.ca](http://www.optometry.uwaterloo.ca). Evaluation of candidates will continue until a suitable candidate is identified. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **ORGANIC CHEMISTRY** — York University. The Department of Chemistry invites applications for a tenure-stream appointment at the Assistant Professor level in the area of Organic Chemistry with research interest in development of new, innovative materials. Of particular interest would be an individual whose research builds on existing departmental strengths. Further information about the Department and the University of York is found at our website: [www.chem.yorku.ca](http://www.chem.yorku.ca). The successful candidate will have a PhD, be a member of a research team in a research area, an outstanding research record and must be eligible for prompt appointment to the rank of Assistant Professor. The successful candidate will be expected to develop a strong, externally-funded research program and to contribute to teaching Organic Chemistry at the undergraduate and graduate levels. All York University positions are subject to budgetary approval. Please mail curriculum vitae, a detailed research plan, a description of teaching philosophy, summary of research publications, and have three references sent directly to: Chair, Search Committee, Department of Chemistry, York University, 4700 Keele St., 124 CB, Toronto, Ontario, M3J 1P3; Fax: 416-736-5936; Email: [search@chem.yorku.ca](mailto:search@chem.yorku.ca). Complete applications must be received by September 15, 2010. The position will be available January 1, 2011. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at [www.yorku.ca/bacjobs](http://www.yorku.ca/bacjobs) or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **PHARMACOLOGY** — Dalhousie University. The Department of Pharmacology at Dalhousie University maintains a strong research profile across a wide range of health-related research areas. The Department is seeking to fill a tenure-stream position with a potential start date between Oct 1 - Dec 31, 2010. The successful applicant will have a PhD or equivalent, and a minimum of 2 years postdoctoral experience. Candidates at the Associate rank should have a strong record of high-quality performance in research, teaching, and administrative service. Candidates at the Assistant rank will be evaluated on their potential for excellence. In these areas. The successful candidate will be expected to develop and maintain a strong externally funded research program, and to teach at the undergraduate and graduate levels. They also will be expected, where eligible, to submit applications for external salary funding. Candidates with research interests in Neuropharmacology, and especially with the potential for clinical translational collaborations, are particularly encouraged to apply. Candidates with interests compatible with other current department research strengths also will be considered. Information on the research activities of the Department of Pharmacology can be found at <http://pharmacology.medicine.dal.ca>. A complete application requires: cover letter, curriculum vitae, statement of teaching philosophy and experience, research plan, copies of up to 5 recent publications. Development of two (two of which must be academic) to be sent under separate cover. Applications should be sent to: Dr. Melanie Kelly, Chair, Appointments Committee, Department of Pharmacology, Faculty of Medicine, Dalhousie University, Sir Charles Tupper Building, 5850 College Street, Halifax, Nova Scotia, Canada, B3H 1X5 (e-mail: [melanie.kelly@dal.ca](mailto:melanie.kelly@dal.ca)). Review of applications will begin July 2, 2010 and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment/Equity/Affirmative Action employer. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, persons with a disability, racial/ethnic visible persons and women.

■ **PHARMACY (ACADEMIA)** — University of Saskatchewan. The College of Pharmacy and Nutrition invites applications for three full-time tenure track positions. The first position will be in the field of clinical practice for those with expertise in geriatrics, respiratory, nephrology or neurology. The second position will be in the field of clinical practice for those with expertise in geriatrics, respiratory, nephrology or neurology. The third position will be in the field of clinical practice for those with expertise in geriatrics, respiratory, nephrology or neurology. All qualified candidates must possess a post-baccalaureate PharmD, PhD, MD or equivalent degree and must be eligible for licensure to practice pharmacy or medicine in Saskatchewan in order to establish a clinical practice. Consideration may be given to those applicants holding a PharmD earned via a "nontraditional" program only if supplemented by post-degree residency completion or equivalent substantial clinical practice experience at an advanced level. The



## Dean, Faculty of Arts

The University of Waterloo invites nominations for, and expressions of interest in, the position of Dean of the Faculty of Arts. The successful candidate comes into the faculty at an exciting and critical time. Known across Canada and around the world for its commitment to innovation, global citizenship, high-quality student experiences, cutting-edge research, and a deep sense of social responsibility, the Faculty of Arts is also distinguished by significant areas of collaboration between the performing and visual arts, the humanities and the social sciences. As the largest of Waterloo's six faculties, the Faculty of Arts is strategically positioned to help deliver on Waterloo's ambition to pursue global excellence and to seize opportunities for Canada.

For 18 consecutive years, the University of Waterloo has been named Canada's most innovative university in the Maclean's annual rankings. Arts, with more than 300 full-time and part-time faculty members, offers undergraduate programs in 30 departments, programs and schools (some in partnership with Waterloo's four university colleges) to more than 7,000 students; graduate programs are offered in more than 30 distinctive master's and doctoral degree options. Both scholarly and applied approaches cover a rich variety of core and interdisciplinary fields. Research and graduate programs are supported by more than 20 research centres housed within, or closely affiliated with, the faculty. These centres serve as hubs for both specialized and interdisciplinary initiatives. For

more information about the faculty, please see [www.arts.uwaterloo.ca](http://www.arts.uwaterloo.ca).

The University of Waterloo is seeking an energetic, dynamic and entrepreneurial dean with a proven record of scholarly or creative professional activity appropriate to advancing the faculty's research and teaching. The new dean will be an outstanding administrator, a collaborative and consultative leader. He/she will bring credentials as an educator and researcher consistent with appointment to a tenured position as a full professor. The initial five-year appointment will begin on July 1, 2011, or as soon as possible thereafter.

The University respects, appreciates and encourages diversity. Applications from all qualified individuals, including women, members of visible minorities, Aboriginal peoples and persons with disabilities are encouraged; however, priority will be given to Canadians and permanent residents within the global community.

Please respond, in confidence, by late June, to the University of Waterloo Dean of Arts Nominating Committee at the address shown below. Applications should be accompanied by a current curriculum vitae, a brief statement of interest and the names of three referees. Consideration of candidates will begin in September 2010.

Janet Wright & Associates Inc.  
174 Bedford Road  
Toronto, Ontario M5R 2K9  
[artswaterloo@jwasearch.com](http://artswaterloo@jwasearch.com)

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## McMaster-Mohawk Joint Venture | Bachelor of Technology Partnership

The McMaster-Mohawk Bachelor of Technology Partnership invites applications for a Contractually Limited Appointment to teach in the Bachelor of Technology –

## PROCESS AUTOMATION TECHNOLOGY (PAT) PROGRAM

Description of this program and the curriculum are available on the Bachelor of Technology Partnership website: [btech.mcmastermohawk.ca](http://btech.mcmastermohawk.ca)

Appointments will be made for a period of up to three years with the opportunity for renewal. Candidates must have at least a master's degree and preferably a doctoral degree in Instrumentation & Control or any related field of study along with experience in the following areas:

- Control Theory, Industrial Electronics & SCADA
- Industrial Networks & Controllers
- C++ & VB.NET, & LABVIEW Programming
- IEC 1131 Programming Languages

Candidates must possess excellent communication skills and a strong commitment and demonstrated ability in classroom instruction. Experience in teaching engineering, technology,

science or mathematics courses at the university level is essential; relevant industrial experience is an asset. Review of applications will begin immediately and continue until the position is filled.

Send an application letter, your curriculum vitae, a statement of teaching philosophy, and the names and addresses of three professional references to: Alan Murray, Executive Director, McMaster-Mohawk Bachelor of Technology Program, at [info@mcmastermohawk.ca](mailto:info@mcmastermohawk.ca). Applications will be accepted until the positions have been filled. The anticipated start date is July 1, 2010.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

McMaster  
University  
ENGINEERING

MOHAWK  
COLLEGE OF APPLIED ARTS AND TECHNOLOGY



## CAREERS CARRIÈRES

third position will be in the disciplinary areas broadly described as pharmacokinetics, medication adherence, medication safety, drug use outcomes, health quality improvement, or related fields of inquiry. Applicants must possess a post-baccalaureate PharmD, PhD, MSc or equivalent degree. Responsibilities for all three positions will include: teaching and research activities, including supervision of students in structured practice experiences and supervision of graduate students. Successful applicants are expected to engage in research which will contribute to the body of knowledge in clinical pharmacy, optimal medication use, drug adherence, clinical trials or pharmacokinetics and are expected to secure external funding to support a research program. Other responsibilities include contributing to College administration, public service and service to professional bodies. These positions report to the Dean, College of Pharmacy and Nutrition. Rank will be commensurate with qualifications and experience. The University of Saskatchewan (www.usask.ca) has the widest array of health science programs in Canada and is also home to the Canadian Light Source, Canada's national synchrotron light facility (www.clsc.usask.ca). The scope of these programs and strong affiliations with hospitals and health care facilities across the province contribute to an excellent environment

for interprofessional teaching, clinical practice and research. Saskatchewan has more hours of sunshine than any other major Canadian city. It is the largest city in Saskatchewan (population 230,000) and noted for its affordable housing, outstanding walking and biking trails along the riverbank and small town spirit with big city amenities. Saskatchewan offers world class events, festivals and attractions, a variety of indoor and outdoor sporting facilities, and more golf courses per capita than anywhere in North America. These positions are open immediately. Applications will be accepted until July 31, 2010 or until the positions are filled. Please submit a curriculum vitae, a statement of teaching, clinical practice (relevant to the clinical positions only), research interests and experience for the position you are interested in, and the names of three referees to Dean David Hill, College of Pharmacy and Nutrition, University of Saskatchewan, 110 Science Place, Saskatoon, SK, S7N 5C9. E-mail: david.hill@usask.ca. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

**■ PHARMACY (COMMUNITY HOSPITAL ANTI-MICROBIAL STEWARDSHIP)** – University of Waterloo. The School of Pharmacy, University of Waterloo has created a unique pharmacy program that emphasizes innovative academic excellence while embracing practical "real world" experience. This convergence attracts collaborative, entrepreneurial partnerships in education, research, and patient care. To illustrate, we are announcing collaboration with front line partners to create positions whose focus will be to confront community based health care issues. Research in these settings is needed with an outcome that targets broad applicability. We are looking for a creative, enthusiastic and forward thinking faculty member, who shares this vision, to join our ground-breaking academic team. The University of Waterloo has ranked as an institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means that you are likely to commute less than 30 minutes to work, enjoy the best of vibrant city life and scenic country charm. Interact with employees from entrepreneurial companies such as IBM, the maker of BlackBerry, and Open Text, and benefit from diverse ethnic and cultural activities and

recreational facilities and thriving creative clusters. This is the community whose unprecedented investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at [www.pharmacy.uwaterloo.ca](http://www.pharmacy.uwaterloo.ca). Our two local community hospitals, Grand River and St. Mary's Hospital, are partnering with us to create a clinical/research Infectious Disease (ID) position. They provide 11 an excellent community based clinical site with patients and health issues that have been underrepresented in antimicrobial stewardship research. 2) An Infectious Disease team eager to collaborate, and 3) a unique research funding model that would see a portion of cost savings, realized in the program, reserved for infectious disease research. This individual will be an integral member of the antimicrobial stewardship team, being a key player in establishing initiatives that better improved antimicrobial use, lower antimicrobial resistance, increased patient safety and cost-savings across both hospitals. The individual will work collaboratively with the infection control team to establish guidelines that ensure appropriate antimicrobial therapy, participate in education of hospital staff and establish an antimicrobial and drug surveillance reporting program. Research opportunities exist in many areas including evaluation of antimicrobial management strategies, pharmacy practice based research, local and regional antimicrobial resistance patterns, etc. In collaboration with other microbiology faculty, this individual will participate in the Infectious Disease component of our School of Pharmacy curriculum: our educational plan uniquely combines medical microbiology, public health, emergency preparedness and infectious disease pharmacology and therapeutics. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative scholarship and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD or PhD degree. Candidates must have postgraduate education and/or exemplary practice-based clinical experience. Candidates will be expected to establish a scholarly externally funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and graduate levels and supervision of students seeking advanced degrees or training in advanced clinical

practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, and 4) an outline (1-2 pages) of the proposed scholarly activity. Please submit your completed application to [pharmjob@uwaterloo.ca](mailto:pharmjob@uwaterloo.ca). Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Assistance with immigration will be provided. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**■ PHARMACY/PHARMACEUTICS** – University of Waterloo. The University of Waterloo is creating a new School of Pharmacy, focused on basic and applied discoveries that advance the cause of human health. We invite application for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceuticals, pharmaceutical nanotechnology, pharmacology, pharmacokinetics and immunology and informatics (pharmaco and medical). The School of Pharmacy, the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the school embraces integrated at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture promotes discovery and innovation, encouraging bold steps and break through developments. Having opened its door, the School will ultimately be home to 650 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at [www.pharmacy.uwaterloo.ca](http://www.pharmacy.uwaterloo.ca). Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new

Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous Intellectual Property policy of the university, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with trans-disciplinary research will be an important attribute. Candidates will be expected to establish a successful externally funded research program. Duties will also include teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish a letter of reference, 3) a one-page statement of teaching philosophy, 4) an outline (1-2 pages) of the proposed research program, and 5) a concise statement regarding experience in trans-disciplinary research. Please direct complete applications via email to [pharmjob@uwaterloo.ca](mailto:pharmjob@uwaterloo.ca). Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

## FACULTY POSITION IN NUCLEAR MATERIALS AT McMASTER UNIVERSITY

The Faculty of Engineering at McMaster University invites applications for a tenure-track faculty position in the area of Nuclear Materials. The appointment is intended to be at the Assistant or Associate Professor level; however, consideration will also be given to exceptional candidates at the Full Professor level. This position will expand upon current McMaster expertise in nuclear engineering and materials research as well as contributing to the Faculty's strategic initiatives in sustainability.

The applicant should have expertise in the field of nuclear materials, with a focus on structure and properties relationships of various reactor components and technologies. The applicant is expected to develop a strong externally funded research program and capitalize on existing and new infrastructure at the university including the McMaster Nuclear Reactor, the accelerator laboratories and the state-of-the-art characterization facilities at the Canadian Centre for Electron Microscopy and a new facility to characterize irradiated samples. McMaster University has also received new funding from the Canada Foundation for Innovation (CFI), the Ontario Research Fund Research Infrastructure program and the Natural Sciences and Engineering Research Council totaling approximately \$50 million in infrastructure in the areas of nuclear energy and \$20M in materials analysis at the Canadian Centre for Electron Microscopy. This position will build upon faculty expertise in materials engineering, nuclear engineering, as well as facilities and experience available through the Brockhouse Institute for Materials Research and the McMaster Institute for Energy Studies.

Applicants must have earned a Ph.D. in Materials Science/Engineering or Engineering Physics or a closely related discipline. The successful applicant will be expected to develop an effective research program and demonstrate a strong commitment to teaching and curriculum development at both the undergraduate and graduate levels. The Faculty expects the successful candidate to become registered as a Professional Engineer in the Province of Ontario.

Interested applicants should send a letter of application, curriculum vitae, statements of teaching and research interests, a selection of research publications, and the names and addresses of at least three references to:

**Faculty Selection Committee  
Department of Materials Science and Engineering  
McMaster University  
1280 Main St. West  
Hamilton, Ontario, L8S 4L7, Canada  
Email: [matsci@mcmaster.ca](mailto:matsci@mcmaster.ca)  
Reference: NUCLEAR 2010**

This position is available as of July 1, 2010 and will remain open until the position is filled. Applications by e-mail are encouraged.

All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. McMaster University strongly commends diversity within the community, and is recruiting a diverse faculty and staff. The University welcomes applications from all qualified applicants, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.



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## UNIVERSITY REGISTRAR

ST. FRANCIS XAVIER UNIVERSITY invites applicants for the position of **University Registrar**. As a key member of the University's senior management team, the University Registrar will provide leadership to consolidate, upgrade and provide innovative solutions for the core registrar functions, meeting the challenges and expectations of exceptional service to students, quality control and university governance.

Reporting directly to the Academic Vice-President and Provost, the University Registrar will be responsible for the full suite of services related to student registration and record management, course enrollment and scheduling, teaching space allocation, enrolment and faculty load reporting, examination process, re-entry and transfer credits processing, degree auditing and convocation ceremonies, among others. The Registrar will take a lead role in liaison and coordination with the Deans of Faculty and with broader university functions including institutional analysis and admissions.

St. Francis Xavier University is one of Canada's leading primarily undergraduate universities. It comprises four faculties (Arts, Science, Business and Information Systems, and Education), within which are twenty-five departments, five interdisciplinary programs, and the School of Nursing. STFX is home to over 4,500 full- and part-time students, over 220 faculty, and 400 staff; it offers a comprehensive array of undergraduate programs, including service learning and co-op programs, as well as several graduate programs.

The successful candidate will be a strategic leader, possessing strong communication skills, exceptional human relations skills, demonstrated commitment to service, and excellent analytical and negotiation skills. He/she must have an understanding of the academic administrative needs of a primarily undergraduate university and proven success in an administrative role. Experience in managing information systems within an academic environment will be considered an asset.

Educational requirement: Minimum of a Master's degree

Interested candidates should forward a letter of application and detailed resume in confidence to:

**Dr. Mary McGillivray  
Academic Vice-President and Provost  
Chair of the Selection Committee  
Email: [careers@stfx.ca](mailto:careers@stfx.ca)**

Consideration of applications will begin on June 14<sup>th</sup>, 2010.

All qualified candidates, especially women and members of minority groups, are encouraged to apply; however, as per the Canadian Immigration requirements, Canadian citizens and permanent residents will be given priority. St. Francis Xavier University is committed to the principle of employment equity.

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[www.AcademicWork.ca](http://www.AcademicWork.ca)





## CAREERS CARRIÈRES

or Associate Professor. Salary is negotiable and commensurate with qualifications and experience. This position will be at the rank of Associate Professor or Professor with Tenure. Review of applications will begin on September 1, 2010 and will continue until the position is filled. All chairs are subject to review and final approval by the CRC Secretariat. Applications including a curriculum vitae, a writing sample, a teaching dossier and a description of a 3-7 year research plan and the names, addresses, telephone numbers and email addresses of three potential referees to: Professor Samantha Emenan, Chair, Department of Philosophy, Stevenson Hall, The University of Western Ontario, London, Ontario, Canada N6A 5B8. Positions are subject to budget approval. Applicants should have fluent oral and written communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHILOSOPHY (WOLFE CHAIR IN SCIENTIFIC & TECHNOLOGICAL LITERACY)** — University of Waterloo. The University of Waterloo invites applications for the inaugural Wolfe Chair in Scientific and Technological Literacy. This newly endowed chair in the Department of Philosophy, secured through a national competition, is designed to take an institutional, national and international role in the promotion of scientific and technological literacy. The Department is seeking an established scholar with a record of highly regarded research and teaching in a relevant field, including Philosophy of Science, Public Understanding of Science, History of Science, or Science, Technology and Society. The mandate of the Wolfe Chair is to conduct research, teach, and perform public outreach regarding the intellectual foundations, nature and methods of scientific and technological innovation. The Chair will engage in research that advances understanding of key scientific and technological concepts and examines the relationships among science, technology, and broader factors (e.g., social, ethical, political, or economic). The Chair will also have development and leadership roles in the teaching of scientific and technological liter-

acy, both within the University and as public education. The position includes funding for research-oriented and public outreach events. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates should send a letter of application and curriculum vitae, including the names of four academic referees, to Professor Tim Kenyon, Chair, Department of Philosophy, University of Waterloo, Waterloo, ON, N2L 3G1. References will be contacted only with the consent of the candidate. Review of applications will begin October 15, 2010, and will continue until the position is filled. Further information about the state of the search and about the Wolfe Chair in Scientific and Technological Literacy is available online at <http://philosophy.uwaterloo.ca/wolfechair.html>.

■ **POLITICAL SCIENCE (CANADIAN POLITICS)** — University of Waterloo. Applications are being accepted for a tenure-stream position in Canadian politics at the rank of Assistant Professor, commencing January 1, 2011 or when the position is filled. The successful candidate will have a completed PhD and be able to teach courses on Canadian governance, the history and politics of Canadian policy-making institutions, and public policy analysis. The UW Department of Political Science is home to a rapidly expanding graduate program and the ideal candidate will play a key role in both the departmental graduate program and the proposed new Masters of Public Service. The successful candidate will be expected to develop an active, externally-funded research program and to collaborate in the academic life of the department. Excellence in teaching is also expected and the candidate will supply a teaching dossier, including teaching philosophy, peer and/or student evaluations, and course syllabi. The completed application should include: a letter of application describing qualifications and the proposed research program; curriculum vitae; teaching dossier; three letters of reference, and a sample of academic writing. Salary will be commensurate with qualifications and experience. Applications should be forwarded to Richard Nutbrown ([nutbrown@uwaterloo.ca](mailto:nutbrown@uwaterloo.ca)), Chair, Department of Political Science, University of Waterloo, 200 University Ave W, Waterloo, Ontario, Canada, N2L 3G1 on or before October 1, 2011. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

([nutbrown@uwaterloo.ca](mailto:nutbrown@uwaterloo.ca)), Chair, Department of Political Science, University of Waterloo, 200 University Ave W, Waterloo, Ontario, Canada, N2L 3G1 on or before October 1, 2011. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **POLITICAL SCIENCE (POLITICAL THEORY)** — University of Waterloo. Applications are being invited for a tenure-stream position in political theory at the rank of Assistant Professor, commencing January 1, 2011, or when the position is filled. The successful candidate will have a completed PhD and be able to teach courses in the history of political theory, modern political philosophy and global social justice. The UW Department of Political Science is home to several rapidly expanding graduate programs in political science, global governance and public service. The ideal candidate will play a key role in departmental graduate expansion, particularly in the area of global social justice. The successful candidate will be expected to develop an active, externally-funded research program and to collaborate in the academic life of the department. Excellence in teaching is also expected and the candidate will supply a teaching dossier, including teaching philosophy, peer and/or student evaluations, and course syllabi. The completed application must contain all of the following information: a letter of application describing qualifications and the proposed research program; curriculum vitae; teaching dossier; three letters of reference, and a sample of academic writing. Salary will be commensurate with qualifications and experience. Applications should be forwarded to Richard Nutbrown ([nutbrown@uwaterloo.ca](mailto:nutbrown@uwaterloo.ca)), Chair, Department of Political Science, University of Waterloo, 200 University Ave W, Waterloo, Ontario, Canada, N2L 3G1 on or before October 1, 2011. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **SOCIOLOGY** — Saint Mary's University. The Department of Sociology and Criminology invites applications for a contractually limited nine-month appointment at the Assistant Professor level commencing September 1, 2010. We seek a Sociologist who has demonstrated experience teaching courses in Introductory sociology, social problems, collective behavior and social movements. Candidates should have a PhD or be degreed in Sociology and Criminology as well as a Master of Arts Degree in Criminology. The University is committed to serving the local, regional, national, and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. Applicants are asked to include in their packages a curriculum vitae, an example of recent published work, teaching portfolio, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to Dr. Evangelia Tassoglou, Chairperson, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Consideration of candidates will begin April 30, 2010 and applications will continue to be accepted until the position is filled.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

■ **UNIVERSITY SECRETARY** — University of New Brunswick. The University of New Brunswick invites applications for the position of UNIVERSITY SECRETARY. A senior administrative position at UNB, the University Secretary is accountable directly to the President and the Board of Governors. The University Secretary is responsible for the effective operation of the Board of Governors, the President and Saint John Senates, the University Management Committee, the Board of Deans, and other University bodies, and is expected to provide strategic guidance and management of major governance and management processes of the University. Oversight of the university's legal services, records management, access to information requests, and student discipline procedures are also included. Salary is commensurate with duties and responsibilities. A Bachelor's degree or equivalent is required and a graduate or post-graduate degree, such as a LL.B., is desirable. Knowledge of

and experience within the University milieu is necessary; experience within the legal world a definite asset. The deadline for applications is August 1, 2010. Please send a resume and the names of three referees to: Dr. Greg Kealey, Provost and Vice-President (Research), University of New Brunswick, PO Box 4400, Fredericton, NB, E3B 5A3. Email: [vythubn.ca](mailto:vythubn.ca); Fax: (506) 453-3522. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. THE UNIVERSITY OF NEW BRUNSWICK IS COMMITTED TO THE PRINCIPLE OF EMPLOYMENT EQUITY.

## ACCOMMODATIONS

■ **SAN DIEGO** — Fabulous central 2-bed/2-bath furnished apartment, sublettable term, monthly or seasonal. See [www.canadianliving.com](http://www.canadianliving.com).

■ **MONTREAL, QUEBEC, CANADA** — Aug. 2010 to summer 2011 (flexible). 1 bedroom condo, fully renovated, stainless steel appliances, laundry room with washer/dryer, office space. Walk to Université de Montréal, neighborhood shops, Mount Royal Park and Summit Circle. Minutes to downtown campuses by public transit. Fully furnished, indoor parking & heating included. \$1500/month. Contact [mmg4fm9@normail.com](mailto:mmg4fm9@normail.com).

Nancy's Chair in Women's Studies  
Visiting Scholar Position

Situated overlooking the picturesque Halifax Harbour in Nova Scotia, Mount Saint Vincent University is recognized as a leader in flexible education, applied research, and a personalized approach to education. The Mount strives to be a national leader in creating the best university experience for all members of our community and in developing thoughtful, engaged citizens who make a positive impact on their world.

The Mount invites applications for a visiting scholar position, affiliated with the Department of Women's Studies, which offers programmes at both the undergraduate and graduate level. Eligible candidates will be leaders in their field of research or community-based involvement. While we are interested in candidates in all areas of women and gender studies, we are especially interested in those with expertise in the areas of Aboriginal women, questions of diversity, transnational feminism, and sexualities.

Responsibilities will include involvement (both on campus and at regional universities or community women's groups) in the development of women's studies and feminist research, carrying out a research programme, and teaching one course per term.

The term of the appointment shall be one or two years, commencing July 1, 2011. Applications (accompanied by a curriculum vitae and the names and contact information for three references, who will not be contacted without permission) should be sent to:

Anne Duguay  
Administrative Assistant to the Dean  
Mount Saint Vincent University  
166 Bedford Highway  
Halifax, NS B3M 2J6  
E-mail: [anne.duguay@msvu.ca](mailto:anne.duguay@msvu.ca)

Applications will be considered until an appointment is made, but candidates are encouraged to apply by September 15, 2010.

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities. All qualified applicants are encouraged to apply; however, priority will be given to Canadians and permanent residents.

For more information, search Nancy's Chair at [www.msvu.ca](http://www.msvu.ca)

Kick Start Your Job Hunt  
AcademicWork.caTenure-Track Position in Topology  
Department of Mathematics  
& Statistics

» Competition Number: VPA-MAST-2010-003

The Department of Mathematics and Statistics at Memorial University of Newfoundland is undergoing a process of faculty renewal and will be making a number of tenure-track appointments, subject to budgetary approval.

The Department invites applications for a tenure-track Assistant Professor position in Topology. Research in an area compatible with existing departmental research in Topology would be an advantage.

Applicants must have an earned doctorate and an excellent publication record in Topology. Candidates should have some teaching experience and the skills required to become an excellent teacher.

Duties for the position include graduate teaching and supervision; undergraduate teaching and the development of a vigorous research program. Graduate courses in Point Set Topology, Homology and Homotopy Theory are regularly offered by the Department.

The closing date for applications will be September 17, 2010. Candidates should submit a Curriculum Vitae, a description of research and teaching interests; and the names and addresses (include e-mail) of at least three referees. Applications should be sent to:

Head of Department, VPA-MAST-2010-003  
Department of Mathematics & Statistics, Memorial University of Newfoundland  
St. John's, NL, A1C 5S7 Canada  
E-mail: [mathstat@mum.ca](mailto:mathstat@mum.ca); Internet: [www.mum.ca/math](http://www.mum.ca/math)

You MUST use the code VPA-MAST-2010-003 on all correspondence.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

MEMORIAL  
UNIVERSITY

University of Regina

## Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF ARTS  
One-Year Term Positions

In the Departments of French (1), Political Science (1), and Economics (1)

## Four-Month Chair Term Positions

In the School of Journalism (2)

For detailed descriptions on these positions, please visit [www.uregina.ca/hr/careers](http://www.uregina.ca/hr/careers)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

University  
of Regina

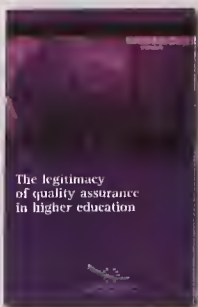
University of Regina  
3737 Wascana Parkway  
Regina, Saskatchewan S4S 0A2  
[www.uregina.ca](http://www.uregina.ca)



# BOOKSHELF COIN DES LIVRES

## IN REVIEW

### Lessons to Learn from Quality Assurance Study



#### The Legitimacy of Quality Assurance in Higher Education: The Role of Public Authorities and Institutions

Luc Weber & Katia Dolgova-Oreger, eds.  
Cedex, France: Council of Europe Publishing;  
2008, 158 pp; ISBN: 978-9-28716-237-3,  
paper \$29 US.

By DARRYL BEDFORD

**T**HE *Legitimacy of Quality Assurance in Higher Education* is a collection of papers published by the Council of Europe. Although a European publication, there are useful nuggets about education quality that can be applied to Canada.

The preface makes note of an era of rapid change in education. Education has seemingly become a "product" to be "consumed" by a "consumer." This has led to a competitive "capitalistic climate" and fierce competition from emergent economies. Education is a "rare purchase," but an important life-changing one.

The content here is set against the backdrop of the Bologna Process and the creation of the European Higher Education Area.

Much ado has been made of the academic credit transfer process. This study spends some time comparing approaches and the rationale behind different quality assurance standards. Can they really be made compatible throughout the European Union? Time will tell. The question for us may be, could any of this work in Canada?

Luc Weber, as editor and author of the first paper, highlights out some of the problems with the issue of quality assurance. He writes "the quality of an education is largely determined by the individual's learning capacity, and appears in what he or she does with it in the early years of a subsequent career." If that is the case, can any survey of existing students serve as a quality measure?

All too often Ontario colleges tout the percentage of graduates who gained employment after graduation as a measure of success. Ideally, (and Weber raises this) would it not make more sense to examine the quality of the jobs?

He cautions that devised systems can hamper rather than further the development of good quality. Weber rules out accreditation as a means of quality assurance. Overall in Europe, he states, it does not work. Only a small minority of institutions fail to be accredited, forced assessments have little effect, and the conclusions are not acted upon. The cost-benefit ratio is not effective when based on self-assessments by the institution and inspection by experts.

In the second paper, Alberto Amaral examines the roles and responsibilities of public authorities and institutions. Of more importance to us as faculty, he summarizes what has happened to faculty as the academy loses political autonomy. Faculty become more like other workers, dropping from the professional ranks to "mere employee" status. During the transformation of education into a "product," faculty have become just another input into the production of that "product."

Amaral notes that "higher education institutions are increasingly using micromanage-

ment mechanisms in order to respond to outside (state) pressures."

One of those pressures is fiscal, something we know all too well in Ontario. In the Ontario college system, we have a novel workload measurement formula and monitoring mechanism for full-time faculty in our collective agreement. Recognition is given for time spent on preparation, evaluation/feedback, and "complementary functions" relating to the professional responsibilities of the teacher.

The impact of outside fiscal pressure is that complementary functions that do not contribute directly to the bottom line, but can contribute to quality for students, are eliminated.

Where do faculty fit in? Peter Williams in his paper on the European Higher Education Area comments on quality assurance: "The concept has too frequently been presented simply as a form of burdensome external inspection, perceived by higher education as undermining its academic freedom in the name of consumer protection, or demanding compliance as a way of guaranteeing ultimate public control of universities, and a tradeoff for increased notional autonomy."

"But there is another version of quality assurance, one which places at its centre the professionalization of teaching and the conscious organization of learning, which emphasizes the need for careful effort to make sure that students are offered the best opportunities possible to achieve their full potential as learners. This version of quality assurance focuses on student and teacher..."

The papers included attempt to answer the questions posed in the preface but I'm not sure they hit the mark. I'm not positive the reader is any more convinced as to the legitimacy of quality assurance.

I couldn't help but compare this study to the CAUT series title *Counting Out the Scholars* (Bruneau and Savage, 2002). The true inspiration in that book hits the reader at page 224 in the section "Driving Concepts for a New Accountability." The ideas outlined there

in the categories of openness, practical accountability, and quality constitute an invaluable roadmap for the way forward.

Likewise, *The Legitimacy of Quality Assurance* does offer insightful conclusions and recommendations: "The development and maintenance of good-quality higher education and research are contingent on attractive working conditions for staff and students as well as on the framework laid down by public authorities." This is too often ignored. Faculty work environments that are not ergonomically beneficial, do not offer suitable working space, or do not offer suitable student meeting space may sound minor to some but they do impact quality. When faculty are not given sufficient time to support students, students suffer. Faculty working conditions are students' learning conditions.

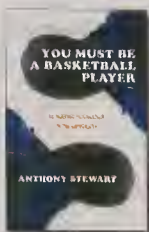
Another good point made in this work: "The resources and efforts spent on external quality assurance should be commensurate with the benefits derived from it and should be no more than necessary to achieve these benefits." Rather than look outside, the institution would be best to spend the money where possible to improve the contact between teacher and student.

And another: "Since... the main responsibility for quality development and quality assurance in higher education rests with the institutions, higher education governance and management must have the continuous development of quality as one of its main goals."

It feels as though post-secondary institutions are too concerned with developing schemes to attract and retain students that translate into bottom line dollars. If quality were an inherent feature of programs, students would be on your doorstep, have a better chance of success and would be willing to stay. ■

Darryl Bedford is president of OISE/ Local 110 and a professor in the school of information technology at Fanshawe College in London, Ontario.

## QUICK PICKS



#### You Must Be a Basketball Player: Rethinking Integration in the University

Anthony Stewart. Black Point, NS:  
Fernwood Publishing, 2009; 128 pp;  
ISBN: 978-1-55266-285-4, paper \$17.95 ca.

Documenting a black professor's account of his own professional experience, Stewart's study describes what it feels like to be a non-white academic in one of the "big three" disciplines in the humanities — English, history, and philosophy. Challenging the notion that today's Canadian universities have successfully addressed the issues of diversity, *You Must Be a Basketball Player* warns that if professors of color cannot see academia as a liberal bastion, it can only be even more forbidding for students of color. Demonstrating how integration policies are manipulated when it comes to hiring visible minorities in the university, this reference highlights aspects such as merit that are commonly used to deny employment. Postulating that institutions should deliver on their stated policies instead of hiding behind formalities, Stewart's account of white academic privilege, homogeneity, cowardice, and hypocrisy will surprise those inside and outside of the academy.



#### Academic Transformation: The Forces Reshaping Higher Education in Ontario

Ian D. Clark, Greg Moran, Michael L. Skolnik & David Trick. Montreal, QC & Kingston, ON:  
McGill-Queen's University Press, 2009; 250 pp;  
ISBN: 978-1-55339-265-1, cloth \$85 ca;  
ISBN: 978-1-55339-238-5, paper \$39.95 ca.

The large-scale, publicly-funded system of post-secondary education in Ontario has been largely successful in fulfilling important societal needs in the areas of education, human resource development and research. Existing approaches, however, are unlikely to be sufficient to address the challenges of the coming decade. *Academic Transformation* examines the developments that are reshaping the province's post-secondary system, including higher enrollment, further development of a knowledge-based economy, and increased demands for research focused on competitiveness and productivity. Universities and colleges are also adjusting to internal changes in the composition of the student body and staff, faculty work profiles, and funding arrangements. The authors consider possible changes in the system's structure, policy and governance to deal with the anticipated changes in societal needs and expectations related to post-secondary education.